FEP

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March 4, 1966

Mr. Emory F. Via, Director
Labor Program
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Emory:

With regard to the Notre Dame paper, I am enclosing a copy with the understanding that it will not receive any general distribution. A summary of this paper will appear in the Notre Dame Lawyer later this spring. Unfortunately, I do not have any other copies available.

Sincerely,

John G. Feild, Director
Community Relations Service

Enclosure

Toward a New Federal Equal Employment Opportunity Program*

By John Feild

Twenty-five years ago the Federal Government embarked upon its first systematic effort to eliminate racial discrimination in private employment. President Roosevelt's historic Executive Order Number 8802, applicable to holders of government war contracts, issued June 21, 1941, was to be followed by a sequence of similar orders issued by each president that has succeeded him. In the intervening years, the legislatures of 31 states and over 100 cities were to crystalize governmental policy within their jurisdictions in an increasingly determined effort to achieve equality of opportunity in employment for all citizens regardless of race, creed, or national origin. Congress, in July of 1964, broadened the Federal interest in equal employment opportunity from just those employers holding government contracts

* Prepared for the third Notre Dame Conference on Civil Rights, Notre Dame Law School, February 17-20, 1966.

to all employers in interstate commerce with 25 or more employees (a similar numerical limit was set on unions and sex WAS added to the non-discrimination coverage).

Regretably, the present status of this combined Federal, State and Local effort cannot be said to have been reached by any steady or rational accumulation of experience. Perhaps this would have been too much to expect since the conditions under which multiple government regulators have tried to apply their rules have not remained static--nor were they predictable.

President Roosevelt, for example, had the advantages of war-time labor shortages and appeals to patriotic national unity with which to launch a new national effort to reverse what had been, after all, an increasingly segregationist trend for 60 years. He also had the advantage of a relatively young, dynamic and expanding industrial union movement dedicated to organization on a plant-wide and an industry-wide basis which was inclusive not exclusive.

Thus, the massive movement of Negroes from the rural South, which began in the Roosevelt years, was to bring poorly educated, unemployed Negroes into blue collar industrial jobs on an unprecedented scale reducing Negro unemployment to record lows. Two and a half decades later, under President Kennedy, we were to find many of these same Negroes once again in the high unemployment categories of an economy that had shifted toward a white collar, automation-inspired technology.

President Truman, on the other hand, did not have available to him the patriotic impetus with which his predecessor had obtained the acquiesence of the Southern-Republican coalition in the Congress. The 1948 Russell Amendment was to establish a Congressional restraint on the funds and staffing of the Federal effort that was to continue through the Eisenhower Administration into the operations of the new 1961 President's Committee on Equal Employment Opportunity headed by then Vice President Lyndon Johnson. Nor was the economy at the end of the Forties continuing to absorb the

steady influx of rural migrants with quite the same ease: unemployment jumped from a little over a million in 1945 to almost four million by 1949.

With the exception of the Korean War industrial spurt, the economy during the Eisenhower Fifties, to further complicate things, had fallen into a state of stagnation. The Federal formula for action to enlarge job opportunities for minorities during these years was essentially non-regulatory. Whereas President Truman's response to his impasse with Congress was to mount a national opinion building campaign favorable to further Federal action--the President's Committee on Civil Rights Report, "To Secure These Rights," his determined campaign for re-election, and his advocacy of Federal FEPC legislation were typical--President Eisenhower characteristically deferred to state and local action. The Nixon Committee on Government Contracts remained essentially complaint oriented although it made some determined, if not noticeably successful, efforts to encourage voluntary compliance.

The Kennedy Administration began in 1961 with just about as many people unemployed--five and a half million--as were unemployed when President Roosevelt issued his famous Executive Order 20 years earlier. The difference was that our population had increased by 30 million and the labor force by about 15 million. This had cut the unemployment rate from 9.9 to 6.8. Negro unemployment, however, was roughly double the white rate as 1961 began--as it had been since 1954. There were approximately 800,000 Negroes unemployed. The economy was, however, about to begin an unprecedent period of sustained growth (it is now in its sixty-first month) which would result in the first significant reversal in the decline of blue collar jobs that had begun in 1947. The overall impact of the Kennedy economic and fiscal policies (largely continued by the Johnson Administration) on Negro unemployment has been to reduce total unemployment to the "interim goal" of 4% (3.3 million) and to reduce the Negro unemployment rate to 7% (500,000)--the first time it has dropped below the "double" rate since the Korean War.

The Kennedy posture on Federal civil rights employment policy was committed from the outset to enforcement of non-discrimination regulations covering government contractors. It was committed to initiating compliance action as well as acting upon complaints. Unfortunately, it had inherited an essentially restrictive Congressional attitude toward appropriation of the funds for staff which were necessary for any meaningful enforcement program. The officers of the President's Committee on Equal Employment Opportunity chose not to challenge this so-called Russell Amendment policy by asking for a direct apprpriation as had been done by both Roosevelt and Truman. During the entire time that the then Vice-President Johnson served as Chairman of the Committee its official budget remained exactly at the level established under Vice President Nixon. In spite of this apparent financial obstacle, however, the Kennedy Administration did gradually evolve a means for the development of a greatly expanded enforcement capability within the contracting

agencies and did undertake both to place contractors on a "black list" forbidding them to receive further contracts until they met compliance standards and to withhold contracts until bidders brought themselves into compliance with the "affirmative action" provisions of the Executive Order.

By the time President Johnson assumed office, there were nearly three times as many full time contract compliance officers working within the regular agency structure of the Federal government as were assigned in the peak World War II years. The number of complaints being processed had increased seven fold from the Eisenhower period and the corrective action rate on complaints had increased from 20 per cent to 70 per cent. Pattern centered compliance reviews were initiated by appropriate contracting agencies on an industry, area or corporate basis, resulting in far reaching changes in both employer and union practices. Finally, the first comprehensive, compliance reporting system covering 20 million workers (including the construction industry, public utilities and the insurance industry, none of which had

been effectively covered in any previous Federal effort) was in operation and was providing the first meaningful basis for evaluating the impact of the Federal government's regulatory effort.

While the Kennedy Administration was responsible for the re-establishment of an affirmative Federal effort to expand job opportunities for minorities through the use of its considerable Defense, Space, Atomic Energy and general government expenditures, it did not ask the Congress to pass a Fair Employment Practices Bill. Nor did the Johnson Administration which succeeded it. It remained for the House Judiciary Committee, upon the prompting of the Leadership Conference on Civil Rights, to formulate what was to become Title VII of the Civil Rights Act of 1964.

There are few better examples of mankind's obstinate refusal to learn by his experience than the approach taken to the critical social problem of employment discrimination by Title VII of the Civil Rights Act of 1964. Not only was the excellent analysis of the

1963 Notre Dame Conference on Civil Rights brushed aside, but it embodied all of the worst features of the New York State FEPC model which was so thoroughly and expertly evaluated a year later at the University of Buffalo School of Law at a National Conference on The Role of State and Local Government sponsored by the Halpern Fund. It is hard to believe that this Title as written was merely the product of legislative compromise. Better initial drafts had already been approved by the House Committee on Education and Labor (Roosevelt Bill, H.R. 405) and by the Senate Committee on Labor and Public Welfare (The Humphrey Bill, S.1937). In my judgment, Title VII stands as testimony to an unmistakeable, if unfortunate, failure of leadership on the part of the Executive to present any evaluation of its twenty years of administrative experience in attempting to deal with the national problem of employment discrimination. The pathetic fact is that the hearings of neither of the above mentioned Committees nor of The House Judiciary Committee contain any

constructive legislative recommendations of either the Kennedy or the Johnson Administrations concerning employment discrimination. One would get the impression that neither they nor their predecessors had ever tried any ways of meeting what has been since the days of Lincoln an obvious national problem.

Given Title VII as an Act of Congress, the Johnson Administration set about early in 1965 under the auspices of the President's Council on Equal Opportunity to find an effective way to coordinate what had become many diverse employment, civil rights and manpower activities of the Federal establishment. These studies culminated in Executive Order 11246, which abolished the President's Committee on Equal Employment Opportunity and transferred its contract compliance functions to the Department of Labor and its government employment surveillance functions back to the Civil Service Commission (from whence they had been taken by the Eisenhower Executive Order of 1953). The Equal Employment Opportunity Commission was left a free hand to function under the original mandate given to it

by Congress.

The Equal Employment Opportunity Commission itself, however, has developed some rather specific notions about its mandate and has developed a series of legislative recommendations--none of which has received the approval of the Administration as of this writing. (See Appendix I)

Meanwhile, the Congress continues to pursue an active interest in employment discrimination and equal opportunity. Shortly after the passage of the 1964 Civil Rights Act, the Congress approved the Economic Opportunity Act of 1964. Earlier it had approved (in 1961, amended in 1963 and 1964) the Manpower Development and Training Act which gave specific recognition to the special "structural unemployment" problems being experienced by 1) youth, 2) non-whites, 3) older workers, and 4) workers being displaced by technological change. Congress had also quadruppled funds for vocational education in a drastic attempt to make this important piece of the vocational development system of the nation more modern and more in keeping with the present days skills needs of industry and commerce.

In addition, Congress has passed other related measures that greatly strengthen the capacity of local communities to provide disadvantaged persons with greater opportunities for employability. The Social Security Act has been amended to provide funds for welfare recipients to obtain training and job placement. The Elementary and Secondary Education Act provides 1.3 billion dollars focussed primarily on slum schools and remedial programs. The Economic Development and Public Works Act provides new tools for depressed areas. Liberalized loan provisions for small business and new concepts of technical assistance have directed, for the first time, specific effort at the enlargement of Negro participation in business.

The center of these efforts is the new locally based community action coordinating agency which currently receives 90% of its funds from the Federal government under the Economic Opportunity Act. There are currently nearly 400 funded communities and there will be 900 by the end of Fiscal '67. Each of the

agencies is developing a comprehensive manpower program that has enormous potential for the qualitative improvement of the most disadvantaged portion of the minority labor force. The Fiscal '67 budget calls for an appropriation of $900 million.

The combined impact of these programs on greatly accelerated equal employment opportunity effort may be seen in some of the statistics:

1966 - 67	Enrollees
Work study allowances for college students	210,000
Education Opportunity Grants for college students	220,000
Neighborhood Youth Corps	165,000
Job Corps	45,000
Work Experience (welfare recipient trainees)	105,000
Adult Basic Education (literacy)	75,000
MDTA	250,000

Of great importance for equal employment opportunity efforts is the new degree of organization and focus which the new Manpower Administration in the Department of Labor is

giving to improved manpower utilization practices. Going beyond the training efforts already described, the first major overhall of the Federal-state employment service system since it was established in 1935 is about to be undertaken. The Report of the Employment Service Task Force has set a new direction for this vital link that will bring new flexibility and new capability for testing, counselling, job placement and job development services. Innovations such as the youth opportunity centers and the high school services and placement programs will be expanded. There will be 200 centers in operation by the end of the year. It is expected that some 50,000 high school dropouts and 600,000 high school seniors will be directly serviced through these programs this year. Overall out-reach will be greatly expanded especially involving minority groups and other disadvantaged workers.

With regard specifically to current anti-discrimination programs at the State and local level, there has been a steady improvement in the capability of the fair employment agencies:

they have been strengthening their powers and improving their procedures, they have been enlarging their jurisdications and, equally important, they have been enlarging their budgets and their staffs. At the city-county agency level, for example, the combined appropriations of the 70 professionally staffed agencies increased by 40% last year and now totals nearly four million dollars. State agency appropriations are comparable. Another illustration of this trend is noticeable in the fact that most state FEPC's now have the authority to initiate complaints giving a greater emphasis to industry-wide and area enforcement drives.

In light of this trend, the time is clearly at hand for a national effort to consolidate and strengthen further the local and state apparatus, as well as the Federal machinery. The impact of Federal financial support for state and local FEPC's (under good high standards), which can be linked to Federal aid or a revitalized national employment service system, for the broad range of manpower development

and training programs and for the establishment of local community action coordinating agencies could bring a decisive advance.

Congress is currently considering three alternative measures:

1) H. R. 10065 (the Hawkins Bill) which has been approved by the House Education and Labor Committee and is now on the House Calendar. This measure has the support of the EEOC but has not been endorsed by the Administration. It would amend Title VII of the 1964 Civil Rights Act as follows:

   a) extend coverage to employers and unions of eight employees or members.

   b) provides new investigative powers.

   c) authorizes the EEOC to issue cease and desist orders.

   d) directs the EEOC to enter into agreements with state and local agencies to carry out the purposes of the Act where they have the power.

e) prescribes that the Commission undertake a survey of apprenticeship programs.

2) S. 2134 (the Javits Bill) which would amend Title VII of the 1964 Civil Rights Act as follows:

a) extend coverage to employees and unions of eight.

b) extend coverage to employees of state and local government.

c) authorize the EEOC to issue cease and desist orders.

d) authorize the EEOC to use investigative procedures and powers of the Federal Trade Commission.

e) provide for a study of apprenticeship.

3) S. 2923 (the Douglas Bill) which amends Title VII of the Civil Rights Act to include coverage of state and local government employees (it assumes the other amendments contained in the Hawkins Bill).

The essential limitation of all of these measures is their continued reliance on an enforced process that is carried out by an independent Commission with limited capacity to monitor the huge employment structure that exists in this country. It is estimated, for example, that there are some 300,000 establishments that would be covered. Some affirmative review process must be devised which would go beyond the almost miniscule complaint based impact. The EEOC has reported that it received 2706 complaints between July 2 and December 2, 1965, and has processed 296 in that period finding cause in 127 complaints involving 41 respondents. By way of contrast, in the same period, the Department of Labor's Wage and Hour Division visited and reviewed 30,000 establishments and undertook a scientific sample inspection survey of an additional 7,000 establishments to check the general level of compliance. The Air Force contract compliance program, to take another illustration, reviews about 400 establishments every six months.

Secondly, while the Hawkins Bill does attempt to strengthen Federal-State and local

cooperation and while the EEOC has requested $900,000 next year for dispersal to state and local agencies, there is no clear statement of the functions expected of state and local agencies beyond the same type of powers they now have or procedures they are now following. From my point of view this is not enough.

Lastly, none of these measures makes any attempt to link the enforcement effort to the manpower development program and the other available employment facilities that are currently expanding at both the Federal and local level. If the concept of "affirmative action" is to be given any extensive application some connection must be established among these programs. If the U.S.E.S. carries out its operations through 2300 local offices, for example, this constitutes a resource that can be made administratively responsive to the equal employment opportunity effort if effective mandates and bureaucratic relationships can be established. If the

Bureau of Labor Standards can devise special programs for women and the handicapped, it should be possible for them to assist in anti-discrimination efforts.

Alternative Federal Policy Directions

A. Enlarge the Federal commitment to and pressure for equal employment opportunity primarily by means of a regulatory-enforcement thrust. This could be done by strengthening the present EEOC: extending its coverage to employers and unions of eight workers or members, giving it power to initiate complaints and to issue cease and desist orders and authorizing investigative powers similar to those of the Federal Trade Commission. This would establish EEOC as an essentially regulatory agency with semi-judicial administrative powers. It assumes a sizeable expansion in the bureaucratic out-reach of the Commission to achieve the needed coverage. It also assumes a coordinated working arrangement with the Labor Department's Contract Compliance Program.

B. Strengthen the Federal Regulatory-enforcement posture as outlined above and at the same time implement this by strengthening State and Local regulatory capability:
This could be done by strengthening the EEOC as in A above and adding standard

setting provisions for state and local agencies to assist in carrying out EEOC policies. Provision should be made for financial support to state and local agencies and for delegation of primary jurisdiction when Federal standards are met. This could produce an expanded regulatory-enforcement impact with limited Federal bureaucratic involvement.

C. Greatly expand the operational concept of a Federal EEO policy that would tie training and manpower development programs to comprehensive anti-discrimination efforts: The approach embodied in the 1964 Humphrey Bill, S.1937, could be revised along the lines indicated below. This would give the Manpower Administrator in the Department of Labor the power to regulate employers, unions and personnel agencies with respect to equal opportunity. He would have authority to issue cease and desist orders after findings are reviewed by a Hearing Examiner and upon recommendation by him to the Manpower Administrator. At the same time it would convert

the Commission to the status of an independent Review Board to protect respondents rights against arbitrary action by the Administrator.

A reworked S.1937 should:

(1) Provide for an Assistant Manpower Administrator for Equal Employment Opportunity to direct the Contract Compliance Program and to direct all other compliance aspects of the law:

(2) Spell out the non-discrimination requirements which would be evaluated by the Bureau of Labor Standards as part of its continuing inspection processes;

(3) Spell out procedures for the mandatory listing of job vacancies with the U.S.E.S. by all employers engaged in interstate commerce with more than 100 employees (or at least all government contractors); and

(4) Establish a special "Equal Opportunity Manpower Development Fund" ($25 million) available to the Manpower Administrator to initiate special training, motivation and preparation projects that would specifically support equal opportunity.

(5) Provision could also be made for utilizing State and local EEO agencies which meet Federal standards and for making grants to them to conduct investigations and carry out the manpower development and utilization programs of the Department of Labor as established by the Congress in this type of law. ($25 million) The existing Contract Compliance Program would be made a unit within this overall plan.

(6) Provision should be made for the establishment of a permanent Conference of State and Local EEO agencies for purposes of maintaining a coordinated and advisory relationship between the Manpower Administration and these grant receiving agencies. Funds for the Conference should be provided on the basis of a 50% Federal share.

(7) Individual complaints filed with the Manpower Administrator would be referred either to appropriate State or Local agencies for action or would be processed by the Assistant Administrator for Equal Employment Opportunity. Should either a complainant or any employer, labor union or employment

agency believe they have not had satisfactory action by the Manpower Administrator they could appeal his orders to the independent five member Commission for such review, amendment or further action as they may direct.

D. Maintain the EEOC as an independent regulatory agency but link it to the various manpower development and service functions of other Federal, State and local agencies by giving it certain referral, receiving and funding powers, while at the same time requiring or encouraging other Federal, State and local agencies to undertake new responsibilities in their own right:

This could be accomplished by:

(1) requiring the Department of Labor through its Bureau of Labor Standards, its Bureau of Apprenticeship and Training and its Bureau of Employment Security to certify to the EEOC any instance where an employer, employment agency or union, after due notice, fails to meet appropriate nondiscrimination standards established by the Department of Labor.

(2) requiring all employers in interstate commerce with 100 or more employers (or at least all government contractors) to list job vacancies with the U.S.E.S. (or state affiliate).

(3) authorizing EEOC to give certificates of preference to the Department of Labor, the Office of Education, and OEO for training projects connected with EEO efforts developed by employers or unions in cooperation with State or local EEOC's, CAP's or other manpower or educational agencies.

(4) authorize EEOC to allocate funds from a special $25 million "Equal Opportunity Manpower Development Fund" for training motivation and preparation projects designed at EEOC's request and approved by the Department of Labor, the Office of Education (HEW) or the OEO in connection with EEO efforts.

(5) authorize the EEOC to make 90%-10% grants from a $25 million "EEO Affirmative Action Fund" to state and local EEO agenciew which meet certain standards and undertake programs consistent with the Federal EEO interest.

Employment Disc. —

EMPLOYER'S GUIDE TO EQUAL OPPORTUNITY

The Potomac Institute

	Negro	Sp Am	White	U.S.	
industry WC					=100
BC					=100
TOTAL					=100

W.C..

O.M - office mgt.

Prof - professional

Tech

OC - office clerical

BC

SK

SSK semi

US unskilled

BC	432	99.0			1848	82.4
	696	99.7			5409	87.4
	286	99.3	318	96.0	1851	85.4
	1894	99.6			6229	87.6
	2934	99.0			7470	85.7
	5627	99.2			43082	88.0
	1487	99.7			2870	91.8
	2106	98.8			12228	87.0
	638	99.5	1689	97.9	5840	83.2
	3738				16930	85.5
	19838		2007		103757	
	137		49		15585	
	19975		2056		119342	

.008
19975) 137.000
119850
17150

70540

.131
119342) 15585.000
119342
365080
358026
7054

102.4
2056) 49.000
4112
7880

BC	19838	2007	103757	125602
W	137	49	15585	15771
			150	
			40	

.008
15771) 137.000
126168
10

.188
125602) 19838.00
125602
727780
753612
628010
997700

.016
125602) 2007.000
125602
750980

1.6
15.8
174

3
15771) 49.000

		Negro	Sp. Am	White
industry	WC	South US	South US	South US
	BC			
?	Total			

		Negro	Sp Am	White	
industry	WC	.9	.3	98.8	100
	BC	15.8	1.6	82.6	100
	Sk				
	Total	shows			

		Negro	Sp Am	White
industry	WC	.7	2.4	13.1
	BC	99.3	97.6	86.9
		100	100	100

~~Total~~

O.C. — # for text —

Sp Am

US

WC

Negro		S.A.		White	
4	.9			394	17.5
2	.2			774	12.5
2	.6	13	4.0	315	14.5
6	.3			880	12.3
29	1.0			1236	14.2
42	.7			5870	12.0
3	.2			255	8.1
24	1.1			1835	13.0
3	.4	36	2.0	1175	16.7
20	.5			2851	14.4
1325		49		15585	

TEXTILES

②

1

Fla., La., Texas

	Negro	White	Negro	Sp Am	White
WC	.7		.7	4.4	
BC	9.2		9.3	17.4	
Sk	2.3		3.1	37.2	
Total	8.9		8.5	16.1	

	Negro	Sp Am	White	Total
WC	1.0	2.6	14.4	12.0
BC				
Sk	4.2	47.1	17.4	14.9

TRANSPORTATION

2

	Negro	White	Negro	Sp. Am.	White
			Fla., Texas		
WC	.7		.6	4.7	
BC	22.1		17.7	9.6	
Sx	3.4		3.4	7.5	
Total	15.6		12.2 ~~18.5~~	8.0	

	Negro	Sp. Am.	White	Total
WC	1.4	18.8	35.5	29.9
BC				
Sx	4.8	22.7	25.8	22.6

APPAREL AND RELATED

3

	TEXAS, FLA.					
	NEGRO	WHITE	NEGRO	SP. AM.	WHITE
WC	1.7		2.2	12.9	
BC	9.7		6.7	29.1	
Sk	7.3		2.5	34.1	
TOTAL	9.0		6.9	30.2	

	NEGRO	SP. AM	WHITE	TOTAL
WC	1.5	4.1	8.4	7.6
BC				
? Sk	13.2	19.2	16.7	18.5

Chemicals, Petroleum and Related

				Texas		
	Negro	White		Negro	Sp. Am	White
WC	.7			.5	.7	
BC	14.1			10.0	2.9	
Sk	2.1			1.2	1.2	
Total	9.3			6.2	2.0	

	Negro	Sp. Am	White	Total
WC	2.9	16.5	39.5	~~[illegible]~~ 36.0
BC				
Sk	5.5	17.7	26.7	~~[illegible]~~ 24.7

FOOD AND KINDRED

5

I

	NEGRO	WHITE
WC	2.3	
BC	32.1	
Sk	13.8	
TOTAL	23.2	

II

TEXAS + FLA.

	NEGRO	SP AM	WHITE
WC	1.7	5.3	
BC	21.3	20.5	
Sk	9.7	12.0	
TOTAL	15.6	16.0	

III

	NEGRO	SP AM	WHITE	TOTAL
WC	3.0	2.5	37.8	28.5
BC				
Sk	5.6	2.2	10.7	9.4

ELECTRONICS

6

			FLA., TEXAS		
	NEGRO	WHITE	NEGRO	SP. AM.	WHITE
WC	1.0		.7	.8	
BC	5.0		7.4	3.8	
SK	2.3		1.5	2.5	
TOTAL	4.1		3.9	2.20	

	NEGRO	SP. AM.	WHITE	TOTAL
WC	5.6	17.9	24.2	23.4
BC	94.4			
SK	4.3	15.6	7.6	7.5

TRANSPORT EQUIPMENT

7

	Negro	White	Negro	Sp. Am.	White
WC	1.0				
BC	14.4				
Sk	6.5				
Total	6.9				

	Negro	Sp. Am	White	Total
WC	3.2	—	34.9	31.7
BC	96.8	—		
Sk ~~Total~~	17.0	—	27.6	26.5

MEDICAL SERVICES

8

	FLA.			TEXAS		
	NEGRO	WHITE		NEGRO	SP. AM.	WHITE
WC	8.9			9.1	7.3	
BC	50.3			40.8	14.0	
SK	13.3			11.2	9.8	
TOTAL	26.7			22.2	10.1	

	NEGRO	SP. AM	WHITE	TOTAL
? WC	18.9	42.7	70.8	56.4
BC	81.1			
SK	.8	1.6	2.0	1.7

Paper and Allied Products

	Negro	White	Texas, Fla. Negro	Texas, Fla. Sp. Am.	Texas, Fla. White
WC	.6		.4	.7	
BC	15.7		13.1	3.1	
Sk	3.2		3.1	1.6	
Total	12.5		10.1	2.6	

	Negro	Sp. Am.	White	Total
WC	1.0	6.6	23.8	21.0
BC				
Sk	5.6	12.1	23.8	21.5

?

FURNITURE
AND FIXTURES

	TEXAS, FLA.					
	NEGRO	WHITE		NEGRO	SP. AM.	WHITE
WC	1.2			.3	3.3	
BC	19.5			12.0	26.1	
SK	8.4			2.9	21.6	
TOTAL	17.6			10.1	22.4	

	NEGRO	SP. AM.	WHITE	TOTAL
WC	~~1.2~~ .7	2.4	12.2	10.0
BC				
SK	10.0	14.3	23.2	20.8

Witte

[# of establishments, # of employees — (?)]

How ~~separate~~ distinguish Sp. Am. in III (general)

% from II (Texas & Fla)

II — % of ~~Sp. Am.~~ W.C who are ~~W.C.~~ Sp. Am. or Sk.

III — % of ~~W.C.~~ Sp. Am. who are white collar

Professor Via,

This took a little longer than I expected. I will be in town Monday or Tuesday and will call.

In the tables, ① blank columns are residuals - e.g. table I - rows will total 100%, so WHITE column is ~~the~~ 100 - Negro.

② table I shows, e.g., % ~~W~~ WC who are Negro for entire South

③ table II " " " " " " Negro or Sp. Am for states with Sp. Am workers.

④ table III shows, e.g. % Negro who are WC or Sk. for entire South.

Bill

		Negro	Sp. Am.	Total	Negro	Sp. Am.	Total
Agri., Fishing, Forestry	WC	99	378	14,745	60	64	4408
	BC	14,416	16,338	73,130	12,367	1927	28984
Mining	WC	883	1275	121,148	156	156	42510
	BC	11,500	11,135	246,263	7170	1327	66867
Contract ~~Const~~ Construction	WC	1024	1637	121,066	282	450	35,096
	BC	61,109	16,212	367,541	38,202	6163	134,837
Food and Kindred Products	WC	6377	3916	351,211	1628	1392	71,273
	BC	117,717	49142	767,692	53,014	13,807	179,120
Textiles	WC	1069	499	110592	500	26	70,737
	BC	60,603	6617	669028	47,285	954	516,443
Apparel and related products	WC	1919	1189	66041	394	454	23562
	BC	49485	28984	530803	26,462	10596	284430
Lumber and wood products	WC	206	184	33219	155	44	9169
	BC	35,982	4647	206,373	32,438	892	65,169
Furniture and Fixtures	WC	454	400	46,323	135	49	11,585
	BC	29353	7687	212,246	19838	2007	103,757
Paper and allied products	WC	509	616	125,417	172	40	27765
	BC	32335	8490	392,103	16355	563	104929
Chemicals, Petroleum and related	WC	5466	3517	495,872	768	293	104,725
	BC	58476	11298	589,186	26133	1478	186516
Stone, clay and glass products	WC	625	526	102,629	151	74	13176
	BC	33637	10047	312,143	16651	2460	57562
Primary Metals	WC	2959	1484	268,768	256	162	22337
	BC	142356	31660	911,106	24224	3504	83949
Electronics	WC	8321	5613	630633	525	158	53869
	BC	83794	35325	1,075597	8778	723	176271
Transportation Equipment	WC	7237	—	570,371	700	—	67464
	BC	161,526	—	1,280,746	20943	—	145,600
Transportation	WC	5759	7533	483,385	725	2160	104,322
	BC	131,540	40,007	1,117,746	52067	9354	245,131
Medical Services	WC	42852	10,615	596,032	7645	2739	88812
	BC	131,280	19,268	463,762	32720	3676	68,776
		U.S. Total	U.S Totals	U.S. Totals	Regional Totals	Regional Totals	Regional Totals
Tobacco	WC	473	—	20540	250	70	13029
	BC	16546	—	65825	12340	860	38621

Akins

WWC	WBC	③ Shell	① NSk →	② SSk	④ WSk	① Negro	④ White	② Sp	③ Total
68253	112299					54642	180552	15199	250 393

	WWC	WBC	W	N	Sp	Total ✓	NSk	Sp Sk	Total Sk	WSk
①	68253	112299	180552	54642	15199	250,393 ✓	3069	1195	23495	19231
②	70211	468204	488415	47785	980	587,180 ✓	2019	462	87557	85076
③	22714	247372	270086	26856	11050	307,992 ✓	3542	2118	50769	45109
④	8970	31839	40809	32593	936	74,338 ✓	3388	130	9250	5732
⑤	11401	81919	93313	19973	2056	115,342 ✓	1989	295	23968	21684
⑥	27553	88011	115564	16527	603	132,694 ✓	919	73	28544	27552
⑦	103664	158905	262569	26901	1772	291,242 ✓	1470	313	71907	70124
⑧	12951	38451	51402	16802	2534	70,738 ✓	940	277	10927	9710
⑨	21919	56221	78140	24480	3666	106,286 ✓	1312	540	21072	19220
⑩	53186	166770	219956	9303	881	230,140 ✓	397	137	17346	16812
⑪	66764	124657	191421	21643	—	213,064 ✓	3682	—	56548	52866
⑫	101937	183710	285647	52792	11514	349,453 ✓	2560	2616	78926	73750
⑬	78428	32380	110808	40365	6415	157,588 ✓	338	100	2649	2201
⑭	9709	25421	35130	12590	930	48,651	116	90	4417	4211
⑮	42198	58370	100568	7326	1483	109,377 ✓	809	140	22033	21084

See Akins sheet for W.C. — N & Sp. Amer

Regional Totals

Industry	Total Empl.	Negro Empl.	% Negro Empl.	% Negro W.C	% N. O.C.	% N. SK.

Cf. States

of covered industries

Ala } Paper & allied
Ma }

Cf Industries —

e.g. Paper & textile

10
7
12
61
15
4
13
7
15
11

This

Lumber and Wood Products

	Negro	White		Texas Negro	Texas Sp. Am	Texas White
WC	1.7			.9	2.9	
BC	50.5			31.0	14.6	
Sk	37.1			6.3	11.1	
Total	44.4			25.0	12.3	

	Negro	Sp. Am	White	Total
WC	.5	4.7	22.0	12.3
BC				
Sk	10.4	13.9	14.0	12.4

Stone, Clay and Glass Products

	Negro	White	Texas Negro	Texas Sp. Am.	Texas White
WC	1.2		.6	2.8	
BC	30.2		15.0	22.9	
Sk	8.8		3.1	12.8	
Total	24.6		12.1	18.9	

	Negro	Sp. Am	White	Total
WC	.9	2.9	25.2	18.6
BC				
Sk	5.6	10.9	18.9	15.4

PRIMARY METALS

			Texas, Fla.		
	Negro	White	Negro	Sp. Am	White
WC	1.2		1.1	2.5	
BC	30.1		25.1	15.4	
Sx	~~8.8~~ 6.4		7.2	10.2	
Total	23.9		19.7	12.5	

	Negro	Sp. Am	White	Total
WC	1.0	4.4	28.1	21.0
BC				
Sx	5.4	14.7	24.6	19.8

Tobacco Mfg.

	Negro	White	Negro	Fla. Sp. Am. ~~Wh~~	White
WC	2.5		.5	8.1	
BC	32.7		7.1	23.6	
Sk	2.7		.3	31.2	
Total	26.4		5.8	20.7	

	Negro	Sp. Am.	White	Total
WC	2.0	7.5	27.6	20.6
BC				
Sk	.9	9.7	12.0	9.1

Mining

	Negro	White	Texas Negro	Texas Sp. Am	Texas White
WC	.4	99.8	.4	.6	99.0
BC	10.9	89.1	3.1	5.5	91.4
Sk	3.7	96.3	.3	1.5	98.2
Total	6.8	93.2	1.7	3.0	95.3

	Negro	Sp. Am.	White	Total
WC	2.1	10.5	42.0	38.9
BC	97.9	89.5	58.0	61.1
Sk	11.0	9.4	21.0	20.1

MINING

	NEGRO	WHITE
WC	$\frac{NWC}{NWC + WWC}$	R
BC	$\frac{NBC}{NBC + WBC}$	R
SK	$\frac{NSK}{NSK + WSK}$	R
TOTAL	$\frac{N}{N + W}$	R

NEGRO	SP. AM	WHITE
NWC'	$\frac{SWC}{TWC'}$	R
	$\frac{SBC}{TBC'}$	R
	$\frac{SSK}{TSK'}$	R
	$\frac{S}{TOTAL'}$	R

	NEGRO	SP. AM	WHITE	TOTAL
WC	$\frac{NWC}{N}$	$\frac{SWC}{S}$	$\frac{WWC}{W}$	$\frac{WC}{TOTAL}$
BC SK	R	R	R	R
SK	$\frac{NSK}{N}$	$\frac{SSK}{S}$	$\frac{WSK}{W}$	$\frac{SK}{TOTAL}$

$\frac{700}{700}$

$\frac{x}{y} + \frac{s}{R} - \frac{x+s}{y+r}$

I

WC = total WC − S.A. WC / Negro WC
BC = " / " BC
Sk = Σ − S.A. / Σ negro Sk

TOTAL: Σ total − Σ S.A / Σ negro

II

III

Negro	White
Σ negro / Negro WC	Σ total − Σ negro − Σ S.A. / total WC − NWC − S.A. WC
void ~~" / " BC~~	
" " / Σ negro chilled	

Σ total	Σ N	Σ S.A.	Σ N Sk	Σ Sk	white
				22033	100568

$$\frac{NWC}{NWC + WNC}$$

$$\frac{NBC}{NBC + WBC}$$

$$\frac{N\,Sk}{NSk + WSk}$$

$$\frac{NWC + NBC}{NWC + NBC + WWC + WBC}$$

$$\frac{NWC}{NWC + NBC} \qquad \frac{SWC}{SWC + SBC} \qquad \frac{WWC}{WWC + WBC} \qquad \frac{WC}{WC + BC}$$

$$\frac{NSk}{NWC + NBC} \qquad \frac{SSk}{SWC + SBC} \qquad \frac{WSk}{WWC + WBC} \qquad \frac{Sk}{WC + BC}$$

Chemicals, Petro. / Allied (28+29) p. 1

	NEGRO		OTHER MG	WHITE	TOTAL	
51 Unit Alabama						
Ind. T.						
White Collar	10	.7			3150	30.1
OM	2	.1			976	9.3
Pro					629	6.0
Tech					585	5.5
Sale					212	2.0
OC	8	.5			748	7.1
Blue Collar	1404	99.2			7303	69.8
SK	57	4.0			1857	17.7
SSK	657	46.4			4272	40.8
USK	527	37.2			889	8.5
Service	163	11.5			285	2.7
Total	1414				10453	
45 Unit Arkansas						
Ind. T.						
White Collar	12	1.7			1548	25.0
OM	1	.1			686	11.1
Pro					250	4.0
Tech	8	1.1			156	2.5
Sale					57	1.0
OC	3	.4			399	6.4
Blue Collar	690	98.2			4631	75.0
SK	12	1.7			1386	22.4
SSK	226	32.1			1824	29.5
USK	420	59.8			1314	21.2
Service	32	4.5			107	1.7
Total	702				6179	
78 Unit Florida						
Ind. T.						
White Collar	24	1.0			5260	32.5
OM	4	.1			1704	10.5
Pro					963	6.0
Tech	12	.5			1106	6.8
Sale					206	1.2
OC	8	.3			1281	7.9
Blue Collar	2360	99.0			10915	67.4
SK	176	7.3			4006	24.7
SSK	926	38.8			5310	32.8
USK	1062	44.5			1310	8.0
Service	196	8.2			289	1.7
Total	2384				16175	

Chemicals etc (28+29) p. 2

	NEGRO		OTHER MG	WHITE	TOTAL	
115 Unit Ga						
Ind. T.						
White Collar	73	2.6			3645	34.8
OM	14	.5			1387	10.4
Pro	2				514	3.8
Tech	9	.3			516	3.8
Sale	1				641	4.8
OC	47	1.7			1587	11.9
Blue Collar	2655	~~97.3~~ 97.3			8763	65.1
SK	69	2.5			~~8763 65.1~~	
SSK	1293	47.3			1744	13.0
USK	1145	41.9		4745 35.6	1908	14.3
Service	152	5.5			276	2.0
Total	2732				13318	
112 Unit Louisiana						
Ind. T.						
White Collar	48	2.6			10043	35.0
OM	3	.1			3051	10.6
Pro	2				2987	10.4
Tech	19	.6			1449	5.0
Sale					245	.8
OC	24	.8			2311	4.0
Blue Collar	2849	98.5			18595	65.0
SK	158	5.4			10469	36.5
SSK	905	31.2			5088	17.7
USK	1414	48.8			2322	8.1
Service	372	12.8			716	2.5
Total	2897				28638	
53 Unit Miss.						
Ind. T.						
White Collar	8	.6			1525	27.2
OM					525	9.0
Pro					267	4.6
Tech	1				232	4.0
Sale	1				89	1.5
OC	6	.4			462	8.0
Blue Collar	1260	94.3			4271	73.7
SK	46	3.6			1312	22.6
SSK	520	41.0			1987	34.3
USK	629	49.6			776	13.4
Service	65	5.1			135	2.3
Total	1268				5787	

Chemicals/Petro (78-79) p3

	NEGRO		OTHER MG	WHITE	TOTAL	
73 Unit NC.						
Ind. T.						
White Collar	47	2.6			5214	32.4
OM	17	1.0			1300	7.3
Pro	3	.1			1349	7.6
Tech	12	.6			864	4.9
Sale					707	4.0
OC	15	.8			1494	8.4
Blue Collar	1754	97.3			11892	67.5
SK	127	7.0			2858	16.2
SSK	877	48.6			7736	44.0
USK	572	31.7			953	5.4
Service	178	9.8			345	2.0
Total	1801				17606	
40 Unit South Carolina						
Ind. T.						
White Collar	67	3.2			6643 (2)	35.0
OM	11	.5			2442	12.8
Pro	5	.2			1434	7.5
Tech	33	1.5			985	5.1
Sale					328	1.7
OC	18	.8			1454	7.6
Blue Collar	2005	96.7			12360	65.0
SK	147	7.0			3648	19.1
SSK	888	42.8			6929	36.4
USK	686	33.1			1117	5.8
Service	284	13.7			666	3.5
Total	2072				19003	
92 Unit Texas						
Ind. T.						
White Collar	177	5.6			18234	37.7
OM	9	.2			4916	10.1
Pro	15	.4			5121	10.5
Tech	106	3.4			3010	6.2
Sale	8	.2			716	1.4
OC	39	1.2			4471	9.2
Blue Collar	2939	94.3			30113	62.2
SK	96	3.0	96		9317	19.2
SSK	1300	41.7			15135	31.3
USK	1038	33.3			3894	8.0
Service	505	16.2			1767	3.6
Total	3116				48347	

Chemicals/Petro (Dr+Ar). p. 4

	NEGRO		OTHER MG		WHITE	TOTAL	
343 Unit Texas							
Ind. T.							
White Collar	160	3.0	223	16.2		3274	40.2
OM	14	.2	27	1.5		10188	11.6
Pro	9	.1	55	3.1		8470	9.6
Tech	44	.8	51	2.8		5201	6.0
Sale	1		16	.9		1645	1.8
OC	92	1.7	144	8.1		9870	11.3
Blue Collar	5193	97.0	1428	83.4		51686	59.4
SK	313	5.8	313	17.6		26922	31.0
SSK	2134	39.8	610	34.4		18387	21.1
USK	2169	40.5	474	26.7		4475	5.1
Service	577	10.7	81	4.5		1902	2.1
Total	5353		1771			86910	
69 Unit Virginia							
Ind. T.							
White Collar	147	4.6 4.8(?)				12684	32.7
OM	27	.8				4156	10.7
Pro	11	.3				2766	7.1
Tech	42	1.3				1895	4.8
Sale	4	.1				938	2.4
OC	63	2.0				2932	7.5
Blue Collar	3020	95.3				26046	67.2
SK	269	8.4				8388	21.6
SSK	1688	53.2				14832	38.2
USK	716	22.6				1912	5.0
Service	347	11.0				914	2.3
Total	3167					38735	
4091 Unit U.S.			3p nm				
Ind. T.							
White Collar	5466	8.3	3577	24.1		475872	45.7
OM	468	.7	386	2.6		116122	10.7
Pro	750	1.1	521	3.5		110,214	10.1
Tech	1377	2.1	582	4.0		68049	6.2
Sale	146	.2	234	1.5		49696	4.5
OC	2725	4.2	1794	12.1		151791	14.0
Blue Collar	58476	91.5	11292	76.2		587156	54.2
SK	5040	7.8	1619	11.0		195388	18.0
SSK	26568	41.5	5164	34.8		276921	25.5
USK	20326	31.7	4043	27.2		88196	8.1
Service	5542	10.2	472	3.1		28681	2.6
Total	63947		14815		1885058		

Stone Clay / Other Products 37 p1

	NEGRO		OTHER MG	WHITE	TOTAL	
56 Unit Alabama						
Ind. T.						
White Collar	12	.2			1210	12.5
OM	7	.3			460	7.4
Pro					129	2.0
Tech	1				101	1.6
Sale					121	2.0
OC	4	.2			399	6.4
Blue Collar	1868	99.3			4954	80.4
SK	88	4.6			1167	18.8
SSK	1013	53.8			2358	38.1
USK	728	38.7			1369	22.1
Service	39	2.0			~~1210~~ 80	.2
Total	1880				6184	
22 Unit Arkansas						
Ind. T.						
White Collar	2	.5			247	18.6
OM	1	.2			108	5.8
Pro	1	.2			47	2.5
Tech					29	1.5
Sale					42	2.2
OC					121	6.4
Blue Collar	388	99.4			1515	81.3
SK	11	2.8			335	18.0
SSK	181	46.4			735	39.4
USK	190	48.7			346	18.5
Service	6	1.5			99	5.3
Total	390				1862	
55 Unit Florida						
Ind. T.						
White Collar	4	.5			1096	18.9
OM	2				446	7.6
Pro					81	1.3
Tech	1				94	1.6
Sale					138	2.3
OC	1				337	5.8
Blue Collar	1293	99.6			4201	81.0
SK	72	5.5			781	13.4
SSK	481	37.0			2309	39.8
USK	728	56.1			1581	27.2
Service	12	1.0			29	.5
Total	1297				5797	

Stone City 32 p 2

	NEGRO		OTHER MG	WHITE	TOTAL	
49 Unit Georgia						
Ind. T.						
White Collar	44	1.1			1653	17.7
OM	4	.1			616	6.5
Pro					116	1.2
Tech	2				244	2.6
Sale					140	1.4
OC	38	1			537	5.7
Blue Collar	3723	98.5			7685	82.2
SK	184	4.9			1302	14.0
SSK	1588	42.3			4050	43.3
USK	1843	49.1			2188	23.4
Service	88	2.3			143	1.5
Total	3747				9336	
34 Unit Louisiana						
Ind. T.						
White Collar	13	.7			1048	19.3
OM	1				381	7.0
Pro					163	3.0
Tech	3	.1			65	1.2
Sale					70	1.2
OC	9	.5			369	6.8
Blue Collar	1715	99.2			4358	80.6
SK	195	11.2			1137	21.0
SSK	686	39.6			1997	37.0
USK	791	45.7			1155	21.3
Service	43	2.4			74	1.3
Total	1728				5406	
24 Unit Mississippi						
Ind. T.						
White Collar	13	1.0			491	13.7
OM					204	5.7
Pro					35	1.0
Tech	12	1.0			59	1.6
Sale					32	.8
OC	1				161	4.5
Blue Collar	1216	99.0			3073	86.2
SK	41	3.3			540	15.1
SSK	523	42.5			1464	41.0
USK	628	51.0			1025	28.6
Service	24	2.0			47	1.3
Total	1229				3564	

Stone etc 32 p3

	NEGRO		OTHER MG		WHITE		TOTAL	
49 Unit North Carolina								
Ind. T.								
White Collar	5	.3					1020	16.1
OM	3	.1					415	6.5
Pro	1						92	1.4
Tech							84	1.3
Sale							125	2.0
OC	1						304	4.8
Blue Collar	1628	99.6					5312	83.8
SK	50	3.0					609	9.6
SSK	789	48.3					3372	53.4
USK	710	43.4					1255	19.8
Service	79	4.8					126	2.0
Total	1633						6332	
19 Unit South Carolina								
Ind. T.								
White Collar	12	1.0					957	15.8
OM	5	.3					336	5.5
Pro							73	1.2
Tech							195	3.2
Sale							49	.8
OC	7	.5					304	5.0
Blue Collar	1240	99.0					5090	84.1
SK	93	7.4					1181	19.5
SSK	584	46.6					3128	51.7
USK	484	38.6					666	11.0
Service	79	6.3					115	1.9
Total	1252						6407	
48 Unit Tennessee								
Ind. T.								
White Collar	28	2.5					1776	22.2
OM	5	.4					688	8.5
Pro	1						185	2.3
Tech	1						171	2.1
Sale							213	2.6
OC	11	1.0					533	6.6
Blue Collar	1143	98.7					6239	77.7
SK	88	7.5					964	12.0
SSK	575	49.5					3502	43.6
USK	441	38.0					1655	20.6
Service	39	3.3					118	1.4
Total	1161						8029	

Stone et. p 4

	NEGRO		OTHER MG		WHITE	TOTAL	
178 Unit Texas			Sp Nm				
Ind. T.							
White Collar	12	2.0	74	3.0		2685	20.0
OM	10	.6	30	1.1		1033	7.6
Pro	1	0	4	.1		233	1.7
Tech	3	.1	20	.7		243	1.8
Sale			2			360	2.6
OC	3	.1	18	.7		816	6.0
Blue Collar	1615	99.0	2462	97.0		10758	80.0
SK	67	4.1	277	11.0		2158	16.0
SSK	826	50.6	1161	45.8		5607	41.7
USK	650	39.8	1000	39.4		2817	21.0
Service	72	4.4	21	.8		176	1.3
Total	1632		2534			13443	
35 Unit Virginia							
Ind. T.							18.5
White Collar	21	2.2				879	18.5
OM	4	.4				307	6.4
Pro						84	1.7
Tech	2	.2				123	2.5
Sale	2	.2				75	1.5
OC	3	.3				290	6.1
Blue Collar	822	98.7				3857	81.4
SK	51	6.0				758	16.0
SSK	322	37.7				2045	43.1
USK	450	52.7				998	21.0
Service	14	2.2				56	1.1
Total	853					4736	
2008 Unit U.S.							
Ind. T.	625						
White Collar	725	2.2	526	1.0		102629	22.7
OM	95	.2	156	1.4		29846	7.1
Pro	56	.1	50	.4		15370	3.6
Tech	117	.3	101	1.0	6(?)	11854	2.8
Sale	11		22	.2		8961	2.1
OC	346	1.0	197	1.8		36648	8.8
Blue Collar	33637	98.1	10047	95.0		312143	75.2
SK	2028	6.0	1227	11.6		62899	15.1
SSK	16711	48.7	5240	49.5		159828	38.5
USK	13906	40.5	3494	33.0		83689	20.1
Service	991	2.8	86	.8		5727	1.3
Total	34361		10573			414772	

2(?)

Primary Metals 33 p 1

	NEGRO		OTHER MG		WHITE		TOTAL	
50 Unit Alabama								
Ind. T.								
White Collar	49	.4					6683	2.9
OM	4						2489	6.8
Pro	1						689	1.9
Tech	8						950	2.6
Sale							171	.4
OC	36	.3					2384	6.5
Blue Collar	10886	99.5					29507	81.5
SK	688	6.2					9452	26.1
SSK	5191	47.4					13224	36.5
USK	4779	43.7					6397	17.6
Service	228	2.0					434	1.1
Total	10935						36190	
9 Unit Arkansas								
Ind. T.								
White Collar	4	.8					428	2.6
OM							241	8.9
Pro							62	2.2
Tech	2	.4					43	1.5
Sale							18	.6
OC	2	.4					114	4.2
Blue Collar	469	99.1					2228	82.3
SK	17	3.5					423	15.6
SSK	309	65.3					1333	49.2
USK	119	25.1					412	15.2
Service	24	5.0					60	2.2
Total	473						2706	
12 Unit Florida								
Ind. T.								
White Collar	1	.3	7	3.4			187	14.0
OM			4	2.0			92	7.0
Pro							4	.3
Tech							17	1.2
Sale							14	1.0
OC	1	.3	3	1.4			60	4.5
Blue Collar	295	99.6	198	96.5			1140	85.9
SK	25	8.4	26	12.6			253	19.0
SSK	197	66.5	115	56.0			678	51.0
USK	73	24.6	57	27.8			207	15.5
Service							2	.1
Total	296		205				1327	

Primary Table (33) p. 2

	NEGRO		OTHER MG	WHITE	TOTAL	
17 Unit Georgia						
Ind. T.						
White Collar	10	.6			1513	23.1
OM					511	7.8
Pro					137	2.0
Tech	2	.1			229	3.4
Sale					98	1.4
OC	8	.5			543	8.2
Blue Collar	1502	99.3			5033	76.8
SK	50	3.3			1024	15.6
SSK	880	58.2			2999	45.8
USK	483	32.0			868	13.2
Service	89	5.8			142	2.1
Total	1512				6546	
10 Unit Louisiana						
Ind. T.						
White Collar	10	1.3			771	18.3
OM	1	.1			319	8.2
Pro	2	.2			128	3.3
Tech					84	2.1
Sale					25	.6
OC	7	1.0			155	4.0
Blue Collar	726	98.6			3161	81.6
SK	15	2.0			825	21.3
SSK	522	71.0			2059	53.1
USK	164	22.2			234	6.0
Service	25	3.3			43	1.1
Total	736				3872	
7 Unit Mississippi						
Ind. T.						
White Collar	7	1.2			317	16.2
OM	6	1.0			154	8.0
Pro					33	1.7
Tech					70	3.6
Sale					19	1.0
OC	1	.1			91	4.7
Blue Collar	552	98.7			1539	80.7
SK	16	2.8			226	11.8
SSK	407	72.8			1135	59.5
USK	109	19.4			148	7.7
Service	20	3.5			30	1.5
Total	559				1906	

Primary Metals (33) p 3

	NEGRO		OTHER MG	WHITE	TOTAL	
25 Unit North Carolina						
Ind. T.					860	19.4
White Collar	3	.3			260	5.8
OM					88	2.0
Pro					106	2.3
Tech	2	.2			69	1.5
Sale					337	7.6
OC	1	.1			3563	80.5
Blue Collar	957	99.6			621	14.0
SK	9	1.0			1966	44.4
SSK	345	35.8			910	20.5
USK	571	59.4			66	1.4
Service	33	3.4				
Total	962				4423	
4 Unit South Carolina						
Ind. T.					101	15.5
White Collar	1	.4			57	8.7
OM	1	.4			6	1.0
Pro					4	.6
Tech					5	.7
Sale					29	4.4
OC					549	84.4
Blue Collar	206	99.5			84	13.0
SK	10	4.8			379	58.3
SSK	152	73.4			74	11.3
USK	38	18.3			12	1.8
Service	6	2.8				
Total	207				650	
26 Unit Tennessee						
Ind. T.					2268	18.1
White Collar	21	1.2			961	7.6
OM	5	.2			260	2.0
Pro					256	2.0
Tech	5	.2			51	.4
Sale					740	6.0
OC	11	.6			10224	81.8
Blue Collar	1663	98.7			2290	18.3
SK	114	6.7			5743	46.0
SSK	1002	59.5			1995	16.0
USK	469	27.8			191	1.5
Service	78	4.6				
Total	1684				12492	

Primary Metals 33 (p 4)

	NEGRO		OTHER MG		WHITE	TOTAL	
61 Unit Texas			5pfm				
Ind. T.							
White Collar	23	.3	255	7.1		6429	22.8
OM	30	.5	41	1.1		2421	8.6
Pro	3		24	.6		688	2.4
Tech	19	.3	21	.6		803	2.8
Sale	2		7	.2		467	1.6
OC	19	.3	62	1.7		2035	7.2
Blue Collar	5482	98.6	3306	95.5		21661	77.1
SK	350	6.3	504	14.5		4958	17.6
SSK	3016	55.0	2259	65.2		12454	44.3
USK	1900	34.6	508	14.6		3764	13.4
Service	152	2.7	35	1.0		485	1.7
Total	5491		3461			28075	
20 Unit Va.							
Ind. T.							
White Collar	37	4.7				2955	36.0
OM	3	.1				729	9.0
Pro	1					592	7.3
Tech	13	.8				347	4.2
Sale	1					99	1.2
OC	59	3.6				988	12.2
Blue Collar	1548	95.7				5349	66.0
SK	18	1.1				916	11.3
SSK	938	57.7				3158	39.0
USK	488	25.1				1031	12.7
Service	184	11.3				239	3.0
Total	1625					8099	
2020 Unit U.S.			5pfm				
Ind. T.							
White Collar	2959	2.0	1484	4.0		262768	22.7
OM	794	.5	346	1.0		90053	7.6
Pro	95	—	136	.4		33936	2.8
Tech	403	.2	224	.6		30710	2.6
Sale	26		25			13896	1.1
OC	1641	1.1	748	2.2		100173	8.4
Blue Collar	142356	98.0	31660	95.5		911106	77.2
SK	13449	9.2	4595	13.8		232382	19.6
SSK	80879	55.6	17487	52.7		475923	40.3
USK	44241	30.4	9054	27.3		180999	15.3
Service	3787	2.6	524	1.5		21802	1.8
Total	145315		33144			1179874	

Electronic (36) p1

	NEGRO		OTHER MG		WHITE		TOTAL	
23 Unit Alabama								
Ind. T.								
White Collar	80	26.5					4256	43.6
OM							538	5.5
Pro	9	1.8					1672	17.1
Tech	50	10.3					1085	11.1
Sale							33	.3
OC	21	4.3					928	9.5
Blue Collar	404	83.5					5493	56.3
SK	41	8.4					1113	11.4
SSK	160	33.0					3257	33.3
USK	155	32.0					1035	10.6
Service	48	9.9					93	1.0
Total	484						9744	
23 Unit Arkansas								
Ind. T.								
White Collar	5	2.6					1334	14.4
OM							494	4.3
Pro							183	2.0
Tech	2	.4					252	2.7
Sale							27	.2
OC	3	.6					378	4.0
Blue Collar	478	99.0					7917	85.5
SK	15	3.1					923	10.0
SSK	176	36.4					3916	42.3
USK	254	52.5					2971	32.1
Service	33	6.8					107	1.1
Total	483						9257	
57 Unit Florida								
Ind. T.			69					
White Collar	55	12.8	69	20.7			9383	55.4
OM			2	.6			965	5.7
Pro	5	1.1	10	3.0			3876	22.8
Tech	9	2.1	34	10.2			1840	10.8
Sale			2	.6			165	~~1.0~~ 1.0
OC	41	9.5	21	6.3			2542	15.0
Blue Collar	373	87.1	263	79.2			7539	44.5
SK	26	6.0	80	24.0			1851	11.0
SSK	219	51.1	172	51.8			4907	29.0
USK	93	21.7	10	3.0			604	3.5
Service	35	8.1	1	.3			177	1.0
Total	428		331				16927	

Electronics p2

	NEGRO		OTHER MG	WHITE	TOTAL	
7 Unit Georgia						
Ind. T.						
White Collar	16	2.5			3212	30.8
OM					674	6.6
Pro					583	5.7
Tech	4	.6			533	5.2
Sale					238	2.3
OC	12	1.8			1086	10.7
Blue Collar	634	97.5			6989	67.1
SK	20	3.0			1431	14.1
SSK	425	65.3			3588	35.5
USK	144	21.1			1807	17.8
Service	45	7.0			163	1.6
Total	650				10103	
5 Unit Louisiana						
Ind. T.						
White Collar	1	1.2			883	43.0
OM					160	7.7
Pro					309	15.0
Tech					155	7.5
Sale					3	.1
OC	1	1.2			256	12.4
Blue Collar	79	98.7			1173	57.0
SK	1	1.2			228	11.0
SSK	77	96.2			944	45.9
USK	1	1.2			1	
Service						
Total	80				2056	
20 Unit Miss.						
Ind. T.						
White Collar	2	.3			894	12.8
OM					246	3.5
Pro					176	2.5
Tech					125	1.7
Sale					6	
OC	1	.3			341	4.8
Blue Collar	530	99.6			6074	87.1
SK	26	4.8			523	7.5
SSK	283	53.1			4238	60.8
USK	176	33.0			1240	17.7
Service	45	8.4			73	1.0
Total	532				6968	

Elections p 3

	NEGRO		OTHER MG	WHITE	TOTAL	
47 Unit North Carolina						
Ind. T.		3.7				
White Collar	86	3.7			9186	29.8
OM	3	.1			1984	6.4
Pro	9	.3			2324	7.5
Tech	9	.3			920	3.0
Sale					77	.2
OC	65	2.7			3881	12.6
Blue Collar	2236	96.3			23544	76.1
SK	49	2.0			3003	9.7
SSK	1864	80.2			17266	56.1
USK	162	7.0			945	3.0
Service	163	7.0			330	1.0
Total	2322				30736	
24 Unit S.C						
Ind. T.						
White Collar	13	1.1			1728	18.0
OM	1				461	4.7
Pro	1				233	2.4
Tech	3	.2			152	2.9
Sale					46	.4
OC	8	.7			716	7.3
Blue Collar	1084	98.8			7940	82.0
SK	19	1.7			550	5.6
SSK	804	73.2			5984	61.8
USK	181	16.4			1251	13.0
Service	80	7.2			155	1.6
Total	1097				9678	
50 Unit Tenn.						
Ind. T.						
White Collar	16	1.6			3720	16.8
OM	3	.3			1007	4.5
Pro	2	.2			724	3.2
Tech	1	.1			471	2.1
Sale					137	.6
OC	10	1.0			1431	6.3
Blue Collar	960	98.3			18595	83.1
SK	97	10.0			2717	12.1
SSK	582	59.6			11852	53.0
USK	210	21.5			3551	15.8
Service	71	7.2			475	2.1
Total	976				22365	

Electronics p. 4

	NEGRO		OTHER MG		WHITE	TOTAL	
68 Unit Texas							
Ind. T.							
White Collar	28	6.2	82	16.7		1096	37.5
OM	4	.3	10	1.8		1811	7.8
Pro	6	.5	20	3.6		3618	15.7
Tech	25	2.1	40	7.2		1957	8.4
Sale						332	1.4
OC	43	3.7	19	3.4		3243	14.0
Blue Collar	1070	93.2	460	83.7		12068	52.4
SK	54	4.7	57	10.3	52.4	3302	14.3
SSK	496	43.2	226	41.1		7276	31.5
USK	376	32.7	171	31.1		1467	5.0
Service	144	12.5	6	1.0		323	1.4
Total	1148		549			23029	
43 Unit Va.							
Ind. T.							
White Collar	73	5.6				8345	43.2
OM	3	.2				1162	6.0
Pro	24	2.1				2639	13.6
Tech	72	6.5				1821	9.4
Sale						137	.7
OC	74	6.7				2585	13.4
Blue Collar	930	84.3				10939	56.7
SK	51	4.6				1705	8.8
SSK	681	61.7				7949	41.2
USK	97	8.7				1081	5.6
Service	101	9.1				224	1.0
Total	1103					19284	
2901 Unit U.S.							
Ind. T.							
White Collar	8321	9.0	5613	13.7		630673	32.0
OM	509	.5	517	1.2		117227	6.8
Pro	1282	1.3	1089	2.6		175987	10.3
Tech	2508	2.7	1860	4.5		113008	6.6
Sale	53		67	.1		21232	1.2
OC	3969	4.3	2080	5.0		203179	11.9
Blue Collar	83724	91.0	35325	86.2		1075592	63.0
SK	6057	6.5	3979	9.7		203873	12.0
SSK	57672	62.6	22762	55.6		689789	40.4
USK	15434	16.7	7964	19.4		155556	9.1
Service	4626	5.0	622	1.5		26389	1.5
Total	92115		40938			1706230	

Added by EEV

TRANSPORT Equipment (1)

	NEGRO		OTHER NG		WHITE		TOTAL	
25 UNIT Alabama								
IND. T.								
White Collar	26	1.0					3,382	19.4
OM	2	0					453	2.6
PRO	1	0					1,034	6.0
TECH	4	.1					546	3.1
SALE	0	0					64	.3
OC	19	.6					1,285	7.3
Blue Collar	2716	99.4					14,034	80.5
SK	394	14.3					6,334	36.3
SSK	1150	42.0					5,007	28.7
USK	1089	39.7					2,446	14.0
SERVICE	83	3.0					237	1.4
TOTAL	2,742						17,416	
9 UNIT ARK.								
IND. T.								
White Collar	0						185	11.5
OM							92	5.7
PRO							5	.3
TECH							14	.8
SALE							6	.3
OC							68	4.2
Blue Collar	78	100.					1,416	88.4
SK	11	14.1					396	24.7
SSK	38	48.7					704	44.0
USK	24	30.7					287	18.0
SERVICE	5	6.4					29	1.8
TOTAL	78						1601	
50 UNIT FLA.								
Ind. T.								
White Collar	64	5.0					9,718	45.0
OM	4	.3					1,484	6.8
PRO	6	.4					4,585	21.2
TECH	5	.3					1,017	4.7
SALE	0	0					131	.6
OC	49	3.8					2,501	11.5
Blue Collar	1205	95.0					11,896	55.0
SK	117	9.2					5,604	26.0
SSK	356	28.0					4,533	21.0
USK	639	50.3					1,362	6.3
Service	93	7.3					397	1.8
TOTAL	1,269						21,614	

TRANSPORT EQUIPMENT (2)

	NEGRO		OTHER NG		WHITE		TOTAL	
40 UNIT GEORGIA								
IND. T.							~~43.5~~	
White Collar	211	4.6					13,729	32.2
OM	20	.4					2,950	7.0
PRO	14	.3					4,291	10.0
TECH	22	.4					1,072	2.5
SALE	—	—					168	.3
OC	155	3.3					5,248	12.3
Blue Collar	4,370	95.3					28,839	67.7
SK	432	9.4					7,540	17.7
SSK	2,941	64.1					18,871	44.3
USK	634	13.8					1,499	3.5
SERVICE	363	8.0					929	2.1
TOTAL	4,581						42,568	
22 UNIT LA.								
IND. T.								
White Collar	12	.7					1,473	13.8
OM	7	.4					414	3.8
PRO	1	.0					249	2.3
TECH	—	—					225	2.1
SALE	—	—					60	.5
OC	4	.2					525	5.0
Blue Collar	1582	99.2					9,171	86.1
SK	262	16.4					4,796	45.0
SSK	608	38.1					3,126	29.3
USK	681	42.7					1,149	10.7
SERVICE	31	2.0					100	1.0
TOTAL	1,594						10,644	
9 UNIT MISS.								
Ind. T.								
White Collar	38	2.2					2,615	20.7
OM	10	.5					866	6.8
PRO	2	.1					194	1.5
TECH	2	.1					652	5.1
SALE	~~24~~	~~—~~					3	.0
OC	24	1.4					895	7.0
Blue Collar	1,641	97.7					10,007	79.2
SK	108	6.4					4,484	35.5
SSK	1,072	63.8					4,673	37.0
USK	401	23.8					690	5.4
Service	60	3.5					160	1.2
TOTAL	1,679						12,622	

Exps

9 Negro of 94 Apprentice

8 of 69 apprentices are Negroes

4 of 244 appr. are Negro

TRANSPORT Equipment (3)

	NEGRO		OTHER NG		WHITE		TOTAL	
24 UNIT N.C.								
IND. T.								
White Collar	25						1,392	29.0
OM	—	—					363	7.5
PRO	1	.3					365	7.6
TECH	3	1.0					110	2.2
SALE	—	—					120	2.5
OC	11	4.0					434	9.0
Blue Collar	260	94.5					3,402	71.0
SK	13	4.7					732	15.2
SSK	162	58.9					2,414	50.3
USK	43	15.6					156	3.2
SERVICE	42	15.2					98	2.0
TOTAL →	275						4,794	
15 UNIT S.C.								
IND. T.								
White Collar	6	.8					688	20.7
OM	1	.1					203	6.1
PRO	—	—					138	4.1
TECH	—	—					11	.3
SALE	—	—					82	2.4
OC	5	.7					254	7.6
Blue Collar	671	99.1					2,631	79.2
SK	133	19.6					1,325	40.0
SSK	176	26.0					742	22.3
USK	345	51.0					517	15.5
SERVICE	17	2.5					47	1.4
TOTAL	677						3319	
29 UNIT TENN								
Ind. T.								
Foreman White Collar	19	2.1					2816	17.5
OM	3	.3					1,075	6.6
PRO	—	—					392	2.4
TECH	4	.4					185	1.1
SALE	—	—					58	.3
OC	12	1.3					1,106	6.8
Blue Collar	885	97.8					13,272	82.4
SK	28	3.0					1,649	10.2
SSK	511	56.5					9,172	57.0
USK	255	28.2					2,178	13.5
Service	91	10.0					273	1.6
TOTAL	904						16,088	

2 of 25 apprentices are Negro

TRANSPORT EQUIPMENT (4)

	NEGRO		OTHER NG		WHITE		TOTAL	
79 UNIT Tex.								
IND. T.								
White Collar	125	5.1					24,606	42.5
OM	8	.3					4,918	8.5
PRO	18	.7					8,881	15.3
TECH	12	.4					2,563	4.4
SALE	—	—					175	.3
OC	87	3.5					8,069	14.0
Blue Collar	2,299	94.8					33,172	57.4
SK	172	7.0					13,463	23.3
SSK	1,062	43.8					16,142	28.0
USK	675	27.8					2,306	4.0
SERVICE	390	16.0					1,246	2.1
TOTAL	2,424						57,783	
15 UNIT Va.								
IND. T.								
White Collar	184	3.3					6,860	27.8
OM	32	.5					2,327	9.4
PRO	7	.1					2,229	9.0
TECH	33	.6					405	1.6
SALE	—	—					28	.1
OC	112	2.0					1869	7.5
Blue Collar	5,236	96.6					17,755	72.1
SK	2,012	37.1					10,505	42.6
SSK	2,392	44.1					5,795	23.5
USK	640	11.8					990	4.0
SERVICE	192	3.5					465	1.8
TOTAL	5,420						24,615	
1810 UNIT U.S.								
Ind. T.								
White Collar	7,237	4.2					570,371	30.8
OM	965	.5					134,452	7.2
PRO	817	.4					160,762	8.6
TECH	872	.5					75,371	4.0
SALE	2	.0					8,491	.4
OC	4,581	2.7					191,295	10.3
Blue Collar	161,526	95.7					1,280,746	69.1
SK	15,355	9.0					376,546	20.3
SSK	117,911	69.8					766,944	41.4
USK	18,651	11.0					95,439	5.1
Service	9,603	5.6					41,822	2.2
TOTAL	168,763						1,851,117	

Image

8 Negro apprentices of 107

Image

10 Negro Apprentices of 580

Negro 300 apprentices of 9,154

Transportation (40-49) p. 1

	NEGRO		OTHER MG		WHITE		TOTAL	
126 Unit Alabama								
Ind. T.								
White Collar	32	.8					5703	25.2
OM	2						1340	6.0
Pro	2						292	1.2
Tech	1						130	.5
Sale							298	1.3
OC	27	.6					3643	16.1
Blue Collar	3950	99.2					16862	74.7
SK	230	5.7					5264	23.3
SSK	707	17.7					7187	31.8
USK	2743	68.8					3815	16.9
Service	270	6.7					596	2.6
Total	3982						22565	
79 Unit ARK								
Ind. T.								
White Collar	17	2.3					2153	20.2
OM	1						573	5.3
Pro							34	.3
Tech							68	.6
Sale							120	1.1
OC	16	1.2					1358	12.7
Blue Collar	1259	98.6					8494	79.7
SK	57	4.4					3037	28.5
SSK	318	25.0					4151	39.0
USK	794	62.2					1124	10.5
Service	90	7.0					182	1.7
Total	1276						10647	
140 Unit Florida			Sp Am					
Ind. T.								
White Collar	72	2.1	643	31.1			17794	37.1
OM	29	.8	47	2.2			3589	7.4
Pro	1		78	3.7			3177	6.6
Tech	1		17	.8			732	1.5
Sale	3		98	4.7			3255	6.7
OC	38	1.6	409	19.6			7041	14.6
Blue Collar	6175	98.1	1435	68.8			30114	62.8
SK	455	7.2	893	42.8			12807	26.7
SSK	1565	25.0	210	10.0			9939	20.7
USK	3250	57.0	139	6.6			4765	10.0
Service	905	14.4	193	9.2			2603	5.4
Total	6247		2084				47908	

EV Nell
Spanish speaking

Transportation (9-40) p. 2

	NEGRO		OTHER MG	WHITE	TOTAL	
208 Unit Georgia						
Ind. T.						
White Collar	160	1.5			16035	36.0
OM	8	.1			3384	7.6
Pro					2650	6.0
Tech	8	.1			554	1.2
Sale	15	.2			2531	5.6
OC	69	1.0			6916	15.5
Blue Collar	6389	98.5		640	28421	64.
SK	222	3.4			10701	24.0
SSK	1252	19.2			10849	24.4
USK	4421	68.1			5704	12.8
Service	494	7.6			1167	2.6
Total	6489					
175 Unit Louisiana						
Ind. T.						
White Collar	81	1.3			6832	28.8
OM	6	.1			1358	5.6
Pro	2				629	2.6
Tech	22	.3			924	3.8
Sale	1				705	3.0
OC	50	.8			3316	13.8
Blue Collar	5776	98.6			17824	74.6
SK	268	4.6			4295	17.8
SSK	1735	30.0			6612	27.5
USK	3400	58.6			5033	21.0
Service	312	5.3			1134	4.7
Total	5797				24006	
116 Unit Mississippi						
Ind. T.						
White Collar	20	.6			1242	23.1
OM	1				403	7.4
Pro					14	.2
Tech					32	.5
Sale					96	1.7
OC	9	.5			657	13.0
Blue Collar	1528	99.3			4133	76.8
SK	89	5.7			1273	23.6
SSK	402	26.0			1460	27.1
USK	919	59.3			1219	22.6
Service	128	8.2			181	3.3
Total	1548				5375	

Transportation (40-49) p. 3

	NEGRO		OTHER MG	WHITE	TOTAL	
233 Unit North Carolina						
Ind. T.						
White Collar	69	1.7			8159	27.2
OM	4	.1			2360	7.8
Pro	2				278	.9
Tech	3				200	.6
Sale	43	1.0			1251	4.1
OC	17	.4			4074	13.5
Blue Collar	3842	98.2	98.2		22797	72.7
SK	94	2.3			4290	14.3
SSK	1150	29.1			13221	44.1
USK	2385	60.3			3782	12.6
Service	253	6.4			504	1.6
Total	3951				29956	
176 Unit South Carolina						
Ind. T.						
White Collar	32	2.2	1.5		2370	25.8
OM	19	1.0			773	8.5
Pro					19	.2
Tech					63	.6
Sale	5	.2			317	3.5
OC	8	.3			1168	12.9
Blue Collar	2014	98.2			6724	74.1
SK	36	1.7			1839	20.3
SSK	571	27.7			3105	34.2
USK	1356	66.2			1693	18.6
Service	51	2.4			77	.8
Total	2046				9054	
176 Unit Tenn.						
Ind. T.						
White Collar	25	.7			6027	25.0
OM	1				1630	6.6
Pro					163	.6
Tech	1				108	.4
Sale	1				868	3.5
OC	22	.6			3328	13.6
Blue Collar	3217	99.2			18368	75.0
SK	190	5.8			5214	21.3
SSK	1154	35.5			9089	37.1
USK	1679	51.7			3594	14.6
Service	194	6.0			471	2.0
Total	3242				24465	

Tex. (40-47) p. 4

	NEGRO		OTHER MG		WHITE	TOTAL	
570 Unit Texas			Spm				
Ind. T.							
White Collar	198	2.7	152	16.0		2869	29.8
OM	17	.1	139	6.4		6054	6.3
Pro	18	.1	421	4.4		4445	4.6
Tech	23	.2	60	.6		1535	1.6
Sale	17	.1	72	.7		3649	3.8
OC	123	1.0	821	8.7		12936	13.4
Blue Collar	1024	28.2	3212	84.0		22245	20.2
SK	710	6.4	1723	18.2		22246	23.2
SSK	2676	23.8	2637	28.0		25229	26.3
USK	6329	56.3	3225	34.1		16846	17.5
Service	1299	11.5	334	3.5		2924	3.0
Total	11277		9430			95864	
182 Unit Va							
Ind. T.							
White Collar	89	1.2				9128	26.0
OM	25	.3				2077	6.0
Pro	1					569	1.6
Tech	16	.2				562	1.6
Sale	1					757	2.1
OC	46	.6				5183	14.7
Blue Collar	6903	98.7				25909	73.4
SK	199	2.8				7960	22.7
SSK	1118	16.0				10577	30.0
USK	5232	74.8				6762	19.2
Service	354	5.0	5.0			660	1.8
Total	6992						
7659 Unit U.S.			S/Am				
Ind. T.							
White Collar	5252	4.1	2532	15.8		48335	30.1
OM	578	.4	667	1.4		96048	6.0
Pro	149	.1	808	1.6		50578	3.1
Tech	191	.1	278	.5		18909	1.1
Sale	1251	.9	765	1.6		58224	3.6
OC	3590	2.6	5015	10.5		259638	16.2
Blue Collar	131541	95.8	40007	84.1	84.1	1107[illegible]	68.8
SK	10301	7.5	8858	18.1	18.6	355596	22.2
SSK	31991	23.1	11733	24.6	24.6	470702	29.3
USK	63365	46.1	16807	35.3		221551	13.8
Service	19883	14.4	2609	5.4		69597	4.3
Total	137799					601131	

1,601,131

Medical Services

	NEGRO		OTHER MG		WHITE		TOTAL	
34 Unit Alabama								
Ind. T.								54.7
White Collar	884	21.8					6453	54.2
OM	30	.7					785	6.6
Pro	109	2.6					1936	16.2
Tech	684	16.8					2202	18.5
Sale								
OC	61	1.5					1529	12.8
Blue Collar	1167	28.7					5433	45.7
SK	12	.2					190	1.5
SSK	146	3.6					340	2.8
USK	70	1.8			87		~~4816~~	~~40.5~~ 5.7
Service	2930	72.3					4816	40.5
Total	4048						11886	
14 Unit Arkansas								
Ind. T.								
White Collar	156	16.2					2723	52.4
OM							193	3.6
Pro	4	.4					683	12.9
Tech	145	15.1					1278	24.1
Sale	1	.1					12	.2
OC	6	.6					607	11.4
Blue Collar	804	83.7					2514	47.5
SK	15	1.5					176	3.3
SSK	43	4.4					254	4.8
USK	40	4.1					228	4.3
Service	706	73.5					1856	35.1
Total	960						5287	
57 Unit Florida			Syr Am					
Ind. T.								58.4
White Collar	960	21.8	582	63.6			12499	57.4
OM	12	.2	13	1.4			727	3.4
Pro	84	1.9	263	28.7			2138	10.0
Tech	723	16.4	224	24.4			6542	30.6
Sale	3	—	1	.1			31	.1
OC	138	3.1	81	8.8			3061	14.3
Blue Collar	1441	28.1	333	36.3			8874	41.5
SK	41	1.0	26	2.8			282	1.3
SSK	169	3.8	24	2.6			729	3.4
USK	120	2.7	29	3.1			462	2.1
Service	3111	70.6	254	27.7			7401	34.6
Total	4401		915				21373	

Medical Services p. 2

	NEGRO		OTHER MG	WHITE	TOTAL	
13 Unit Georgia						
Ind. T.						
White Collar	132	8.0			2434	49.2
OM	1				167	3.3
Pro	5	.3			385	7.7
Tech	112	6.8			1413	28.5
Sale	1				6	.1
OC	13	.7			463	9.3
Blue Collar	1505	92.0			2510	50.7
SK	28	1.7			101	2.0
SSK	148	9.0			236	4.7
USK	34	2.0			110	2.3
Service	1295	79.1			2056	41.5
Total	1637			4944	~~2056~~	
46 Unit Louisiana						
Ind. T.						
White Collar	258	18.8			6017	55.3
OM	26	.6			428	4.0
Pro	147	3.8			1179	10.8
Tech	489	12.7			3110	28.5
Sale					4	
OC	96	2.5			1296	11.9
Blue Collar	3065	80.2			4858	44.6
SK	34	.8			179	1.6
SSK	253	6.6			633	5.8
USK	199	5.2			302	2.7
Service	2579	67.4			3744	34.4
Total	3832				10875	
13 Unit Miss.						
Ind. T.						
White Collar	102	11.7 4			1869	56.7
OM	4	.4			145	4.4
Pro	22	2.4			471	14.2
Tech	71	7.7			806	24.4
Sale	2	.2			6	.1
OC	8	.8			441	13.2
Blue Collar	814	88.2			1426	43.2
SK	6	.6			49	1.4
SSK	28	3.0			121	3.6
USK	132	14.4			233	7.0
Service	638	70.0			1023	31.0
Total	911				3295	

Medical Services p 3

	NEGRO		OTHER MG	WHITE	TOTAL	
65 Unit North Carolina						
Ind. T.						
White Collar	321	9.0			9359	57.8
OM	38	.7			781	4.5
Pro	67	1.3			1256	7.3
Tech	506	10.0			5144	30.1
Sale					1	
OC	100	2.0			2177	12.7
Blue Collar	4347	86.0			7697	45.1
SK	35	.6			188	1.1
SSK	313	6.1			677	4.0
USK	91	1.7			172	1.0
Service	3908	77.2			6654	39.0
Total	5058				17050	
14 Unit South Carolina						
Ind. T.						
White Collar	275	18.1	18.1		2378	52.8
OM	3	.2			219	4.8
Pro	44	3.0			485	10.7
Tech	211	14.7			1167	26.0
Sale	~~42~~	1.[illegible]			5	.1
OC	17	1.1			502	11.1
Blue Collar	1160	80.8			2121	47.1
SK	14	1.0			69	1.5
SSK	63	4.3			159	3.5
USK	110	7.6			180	4.0
Service	973	67.8			1713	38.0
Total	1435				4499	
25 Unit Tenn.						
Ind. T.						
White Collar	257	10.1			7791	53.7
OM	4	.1			417	2.8
Pro	49	2.0			2317	16.0
Tech	173	6.8			2970	20.4
Sale	1				32	.2
OC	30	1.1			2055	14.1
Blue Collar	2283	89.8			6714	46.2
SK	36	1.4			322	2.3
SSK	141	5.5			599	4.1
USK	88	3.4			224	1.5
Service	2018	79.4	79.4		5549	38.2
Total	2540				14505	

Medical Service p 4

	NEGRO		OTHER MG		WHITE	TOTAL	
124 Unit Texas			5% Am				
Ind. T.							
White Collar	2424	25.0	2157	39.2		24831	58.9
OM	51	.5	48	.6		1811	4.2
Pro	426	4.3	244	4.4		5837	13.8
Tech	1724	17.8	1243	22.6		11365	27.0
Sale	2		2			14	.0
OC	221	2.2	620	11.2		5824	13.8
Blue Collar	2268	23.4	3346	60.7		12330	41.0
SK	73	.7	74	1.3		739	1.7
SSK	670	6.9	485	8.8		2500	6.0
USK	745	7.6	429	7.7		1704	4.0
Service	5777	59.6	2399	43.8		12387	29.3
Total	9684		5500		42181	~~12382~~	
59 Unit Virginia							
Ind. T.							
White Collar	281	16.2				12388	57.1
OM	75	1.2				998	4.6
Pro	88	1.4				2609	12.0
Tech	688	11.7				6137	28.2
Sale	1					6	
OC	129	2.1				2638	12.1
Blue Collar	4887	83.2				9305	42.8
SK	50	.8				354	1.6
SSK	399	6.7			855	~~354~~	4.0
USK	178	3.0				380	~~.7~~ 1.7
Service	4260	72.3				7716	35.5
Total	5868					21693	
Unit U.S			5% Am				
Ind. T.							
White Collar	3252	24.6	1065	35.5		596032	56.2
OM	1506	.8	398	1.1		43023	4.0
Pro	6848	4.0	2604	8.7		137880	13.0
Tech	25832	14.8	4963	16.6		273009	25.7
Sale	150		26			1185	.1
OC	8516	4.8	2664	8.9		140935	13.2
Blue Collar	137280	25.3	19288	64.4		463762	43.7
SK	1945	1.1	514	1.7		19008	1.7
SSK	9150	5.2	2071	7.0		43321	4.0
USK	6724	3.8	1614	5.4		28100	2.6
Service	113461	65.1	15069	50.4		373333	35.2
Total	174132		29883		1059794		

29,883

Tobacco Mfg

	NEGRO		OTHER MG		WHITE		TOTAL	
11 Unit Alabama								
Ind. T.								
White Collar	2	2.0					221	18.3
OM							57	4.7
Pro							4	.3
Tech							7	.5
Sale							74	6.1
OC							79	6.5
Blue Collar	2	2.0					981	81.6
SK	101	98.0					51	4.2
SSK	53	51.4					643	53.4
USK	31	31					203	16.8
Service	17	16.5					84	7.0
Total	103						1202	
None in Ark.								
28 Unit Fla			Sp Am					
Ind. T.								
White Collar	4	1.5	70	7.5			862	19.1
OM	1	.3	37	4.0			200	4.4
Pro			1	.1			14	.3
Tech	2	.7					25	.5
Sale			5	.5			325	7.2
OC	1	.3	27	2.9			298	6.6
Blue Collar	259	98.4	860	92.4			3658	80.8
SK	1	.3	90	9.6			288	6.4
SSK	154	58.5	619	66.5			2389	53.0
USK	77	29.2	143	15.3			767	17.0
Service	27	10.2	8	.8		4.3	194	4.3
Total	263		930		(155 1.2)		4500	
9 Unit Ga								
Ind. T.								
White Collar							184	20.5
OM							43	4.8
Pro							1	.1
Tech							7	.7
Sale							78	8.7
OC							55	6.1
Blue Collar	116	100					711	79.4
SK							21	2.3
SSK	83	71.5					521	58.2
USK	15	13.0					127	14.1
Service	16	15.5					42	4.6
Total	116						895	

None in La.

None in Miss.

Tobacco 1/19 p 2

	NEGRO		OTHER MG	WHITE	TOTAL	
2/ Unit N.C.						
Ind. T.						
White Collar	166	2.0			6132	22.1
OM	14	.1			1922	7.0
Pro	3				452	1.6
Tech	23	.2			644	2.3
Sale	26	.3			1407	5.0
OC	100	1.2			1707	6.1
Blue Collar	7863	98			21595	77.8
SK	85	1.0			2933	10.5
SSK	1603	20.0			9204	33.1
USK	5295	66.0			8302	30.0
Service	880	11			1156	4.1
Total	8029				27727	

S.C. had only 3 units and has these been omitted

Unit Tenn.						
Ind. T.						
# of Establ. ?						
White Collar	10	1.8			608	35.2
OM					128	7.4
Pro					9	.5
Tech					7	.4
Sale	5	.9			256	14.8
OC	5	.9			208	12.0
Blue Collar	535	98.1			1118	64.7
SK	10	1.8			77	4.4
SSK	139	25.5			314	18.1
USK	353	64.7			635	36.7
Service	33	6.0			92	5.3
Total	545				1726	

Texas only Group - 20 employees

Tobacco

p. 3

	NEGRO		OTHER MG		WHITE		TOTAL	
20 Unit Va.								
Ind. T.								
White Collar	68	2.0					2022	16.0
OM	20	.5					864	6.8
Pro	4	.1					288	2.2
Tech	5	.1					242	2.0
Sale	1						1	
OC	38	1.0					620	5.0
Blue Collar	3466	98.0					10578	84.0
SK	20	.5					1047	8.3
SSK	983	27.8					5259	41.7
USK	2169	61.3					3845	30.5
Service	244	8.3					427	3.3
Total	3534						12600	
214 Unit U.S.								
Ind. T.								
White Collar	473	2.7					20560	23.8
OM	50	.2					5945	6.8
Pro	15						1316	1.5
Tech	33	.1					1321	1.5
Sale	79	.4					4884	5.6
OC	296	1.7					7094	8.2
Blue Collar	16546	97.2					65825	76.1
SK	168	1.0					7135	8.2
SSK	4283	25.1					30577	35.3
USK	10540	61.9					25269	29.2
Service	1505	8.6					2894	3.3
Total	17019						86385	
Unit								
Ind. T.								
White Collar								
OM								
Pro								
Tech								
Sale								
OC								
Blue Collar								
SK								
SSK								
USK								
Service								
Total								

Lumber & Wood products p. 1

	NEGRO		OTHER MG	WHITE	TOTAL	
44 Unit Ala.						
Ind. T.						
White Collar	17	.5			656	11.3
OM					302	5.2
Pro					24	.4
Tech	11	.3			66	1.1
Sale					75	1.2
OC	6	.2			189	3.2
Blue Collar	2940	99.4			5216	88.6
SK	106	3.5			606	10.4
SSK	870	29.4			1683	29.1
USK	1918	64.8			2742	47.5
Service	46	1.5			85	1.4
Total	2957				5772	
42 Unit Ark						
Ind. T.						
White Collar	10	.2			1051	10.0
OM	7	.1			452	4.2
Pro					103	1.0
Tech					59	.5
Sale					60	.5
OC	3				377	3.5
Blue Collar	3701	99.7			9506	90
SK	230	6.1			1416	13.4
SSK	1275	34.3			2964	28.0
USK	2176	58.6			5027	47.6
Service	20	.5			99	1.0
Total	3711				10557	
22 Unit Fla.						
Ind. T.						
White Collar	4	.2			300	10.8
OM	2	.1			168	6.0
Pro					28	1.0
Tech	1				7	.2
Sale					15	.5
OC	1				82	3.0
Blue Collar	1590	99.7			2457	89.1
SK	94	5.8			340	12.3
SSK	285	17.8			496	18.0
USK	1196	75.0			1589	57.6
Service	15	1.0			32	1.1
Total	1594				2757	

Lumber & Wood products p. 2

	NEGRO		OTHER MG	WHITE	TOTAL	
43 Unit Ga.						
Ind. T.						
White Collar	35	.8			172	1.3
OM	13	.3			567	6.4
Pro					38	.4
Tech	3				67	.7
Sale	1				170	2.0
OC	18	.4			330	3.7
Blue Collar	4251	99.1			7624	86.6
SK	177	4.1			1280	14.5
SSK	1585	36.2		2858	2858	32.4
USK	2466	57.5			3381	38.4
Service	53	1.2			110	1.2
Total	4286				8801	
45 Unit La						
Ind. T.						
White Collar	16	.4			716	10.6
OM	3				311	4.6
Pro					72	1.6
Tech	2				51	.7
Sale	4	.1			50	.7
OC	7	.1			232	3.4
Blue Collar	3858	99.5			6011	89.3
SK	255	6.5			788	11.7
SSK	1088	28.0			2024	30.0
USK	2473	63.8			3077	45.7
Service	42	1.0			122	1.8
Total	3874				6727	
46 Unit Miss.						
Ind. T.						
White Collar	11	.2			866	11.1
OM	7	.1			372	4.7
Pro	1				49	.6
Tech					62	.7
Sale					83	1.0
OC	3				300	3.8
Blue Collar	3853	99.7		6934	6934	88.8
SK	124	3.2			749	9.6
SSK	1348	34.8			2952	37.8
USK	2332	60.3			3130	40.1
Service	49	1.2			103	1.3
Total	3864				7800	

Lumber + Wood Product p. 3

	NEGRO		OTHER MG	WHITE	TOTAL	
47 Unit N.C.						
Ind. T.						
White Collar	20	.7			279	20.8
OM	3	.1			393	5.4
Pro					27	.3
Tech					44	.6
Sale					48	.6
OC	17	.6			267	3.7
Blue Collar	2841	99.2			6400	89.1
SK	127	4.7			806	11.2
SSK	832	31.2			2845	39.6
USK	1628	61.1			2646	36.8
Service	54	2.0			103	1.4
Total	2661				7179	
22 Unit S.C.						
Ind. T.						
White Collar	10	.4			495	13.4
OM	4	.1			219	6.0
Pro					29	.7
Tech					17	.4
Sale					41	1.1
OC	6	.2			189	5.1
Blue Collar	2108	99.5			3184	86.5
SK	89	4.2			402	11.0
SSK	802	37.8			1265	34.3
USK	1187	55.8			1444	39.2
Service	35	1.6			73	2.0
Total	2118				3679	
41 Unit Tenn						
Ind. T.						
White Collar	14	.4	4		932	12.8
OM	5	.1			450	6.1
Pro					61	.8
Tech					50	.6
Sale					63	.8
OC	9	.2			308	4.2
Blue Collar	3014	99.5			6348	82.1
SK	209	6.9			903	12.4
SSK	1003	33.1			2281	31.3
USK	1760	58.1			3048	41.8
Service	42	1.3			116	1.5
Total	3028				7280	

Ludlow Wood Products
p 4

	NEGRO		OTHER MG		WHITE	TOTAL	
			Sp Am				
48 Unit Tex							
Ind. T.							
White Collar	14	.7	74	4.7		1513	19.8
OM	5	.2	20	2.1		655	8.5
Pro						43	.5
Tech			2	.2		52	.6
Sale	2	.1	7	.7		229	3.0
OC	7	.3	15	1.6		534	7.0
Blue Collar	1891	99.2	842	95.2		6104	80.1
SK	74	3.8	130	13.8		1172	15.3
SSK	582	30.5	284	30.8		2208	29.0
USK	1212	63.6	466	49.7		2624	34.5
Service	23	1.2	7	.7		95	1.2
Total	1905		936			7617	
48 Unit Va.							
Ind. T.							
White Collar	4	.1				659	17.1
OM	3	.1				175	4.5
Pro						38	.6
Tech	1					56	.9
Sale						60	1.0
OC						237	3.8
Blue Collar	2592	99.8				5430	88.5
SK	137	5.2				798	12.7
SSK	715	27.5				1866	30.2
USK	1712	66.0				2721	44.1
Service	28	1.0				105	1.7
Total	2596					6162	
			Sp Am				
Unit US					3025 Indian in Total		
Ind. T.							
White Collar	206	.5	184	3.8		3275	15.9
OM	67	.1	61	1.2		12470	5.2
Pro	4		7	.1		2751	1.1
Tech	21		8	.1		2637	1.1
Sale	10		23	.4		3239	1.3
OC	104	.2	85	1.7		12090	5.0
Blue Collar	35992	99.4	4647	96.1	206373	206373	86.1
SK	1903	5.2	553	11.4		3625	15.1
SSK	11540	31.8	1949	40.3		84139	35.1
USK	22043	60.9	2106	43.5		83146	34.7
Service	496	1.3	41	.8		2793	1.1
Total	36158		4831			239592	

20139 Ept 8.4

Furniture & Fixtures p 1

	NEGRO		OTHER MG		WHITE		TOTAL	
12 Unit Alabama								
Ind. T.								
White Collar	4	.9					394	17.5
OM							99	4.4
Pro							21	1.0
Tech							36	1.6
Sale							18	.8
OC	4	.9					220	9.8
Blue Collar	432	99.0					1848	82.4
SK	62	14.2					377	16.8
SSK	192	44.0					1051	46.8
USK	170	39.0					404	18
Service	8	1.8					16	.7
Total	436						2242	
22 Unit Ark								
Ind. T.								
White Collar	2	.2					274	12.5
OM							318	5.1
Pro							20	.3
Tech							25	.4
Sale							112	1.8
OC	2	.2					299	4.8
Blue Collar	696	99.7					5409	87.4
SK	77	11.0					1425	23.0
SSK	227	32.5					2062	33.3
USK	382	54.7					1878	30.3
Service	10	1.4					44	.7
Total	698						6183	
21 Unit Fla			sp Bm					
Ind. T.								
White Collar	7	.6	13	4.0			315	14.5
OM	1	.3	3	.9			90	4.1
Pro							4	.1
Tech			1	.3			7	.3
Sale							35	1.6
OC	1	.3	9	2.7			179	8.2
Blue Collar	280	99.3	318	96.0			1851	85.4
SK	11	3.8	109	33.0			307	14.0
SSK	117	40.6	111	33.5			971	44.8
USK	151	52.4	96	29.0			554	25.5
Service	7	2.4	2	.6			24	1.1
Total	288		331				2166	

Furn. + Fixtures p 2.

	NEGRO		OTHER MG	WHITE	TOTAL	
28 Unit Ga.						
Ind. T.						
White Collar	6	.3			880	12.3
OM					304	4.2
Pro					19	.2
Tech					23	.3
Sale					127	1.7
OC	6	.3			407	5.7
Blue Collar	1894	99.6			6229	87.6
SK	162	8.5			924	13.0
SSK	721	38.0			2488	35.0
USK	979	51.5			2751	38.6
Service	32	1.6			66	1.0
Total	1900				7109	
24 Unit Miss.						
Ind. T.						
White Collar	23	1.0			1236	14.2
OM	5	1			443	5.0
Pro	1				90	1.0
Tech					107	1.2
Sale					26	.2
OC	23	.7			572	6.5
Blue Collar	1934	99.0			7470	85.7
SK	253	8.5			934	10.7
SSK	1521	51.3			4966	57.0
USK	1056	35.6			1387	16.0
Service	104	3.5			183	2.1
Total	2693				8708	
177 Unit KC.						
Ind. T.						
White Collar	42	.7			5820	12.0
OM	10	.1			2251	4.5
Pro					245	.5
Tech					287	.5
Sale	1	.1			678	1.3
OC	31	.5			2409	5.0
Blue Collar	5627	99.2		88.0	41032	[illegible]
SK	680	12.0		88.0	12374	25.3
SSK	2596	45.7			19040	38.8
USK	2044	~~36.0~~ 36.0			10832	22.1
Service	307	5.4			816	1.6
Total	5669				48,957	

Louisiana has only 2 Establishments Reporting

Farm + Fishing p. 3

	NEGRO		OTHER MG		WHITE		TOTAL	
11 Unit S.C.								
Ind. T.								
White Collar	3	.2					255	8.1
OM							104	3.3
Pro							12	.3
Tech							8	.2
Sale							5	.1
OC							126	4.0
Blue Collar	3 1487	.2 99.2					2870	91.8
SK	68	4.5					446	14.2
SSK	539	36.1					1207	38.6
USK	843	56.5					1174	37.5
Service	37	2.4					43	1.3
Total	1496						3125	
40 Unit Tenn								
Ind. T.								
White Collar	24	1.1					1835	13.0
OM	6	.2					601	4.2
Pro							115	.8
Tech							89	.6
Sale							270	1.9
OC	18	.8					760	5.4
Blue Collar	2106	98.8					12228	87.0
SK	51	2.3					1539	11.0
SSK	989	46.4					6276	44.6
USK	997	46.8					4214	30.0
Service	69	3.2					199	1.4
Total	2130						14063	
45 Unit Tex			Sp. Am.					
Ind. T.								
White Collar	3	.4	36	2.0			1125	16.7
OM	1	.1	20	1.1			414	5.9
Pro							35	.4
Tech			4	.2			69	1.0
Sale							159	2.2
OC	2	.3	12	.6			498	7.0
Blue Collar	638	99.5	1689	97.3			5840	83.2
SK	28	4.3	186	10.7			1055	15.0
SSK	323	50.3	1065	61.7			2903	41.3
USK	244	38.0	412	23.8			1762	25.1
Service	43	6.7	26	1.5			120	1.7
Total	641		1725				7015	

	NEGRO		OTHER MG		WHITE	TOTAL	
50 Unit 14							
Ind. T.							
White Collar	20	.5				7851	24.4
OM	3					1133	5.7
Pro						103	.5
Tech	1					198	1.0
Sale						142	.7
OC	16	.4				1275	6.4
Blue Collar	3728	99.4				16950	85.5
SK	497	13.2				4567	23.0
SSK	893	23.7				6350	32.1
USK	2211	58.8				5703	28.8
Service	137	3.6				315	1.5
Total	3578					19781	
978 Unit 45							
Ind. T.							
White Collar	452	1.5	1700	5.0		46323	17.9
OM	83	.2	116	1.4		15547	6.0
Pro	20	.	15	.1		3135	1.2
Tech	27		31	.3		2949	1.1
Sale	2		14	.1		5089	2.0
OC	322	1.0	224	2.7		19603	7.5
Blue Collar	22353	98.4	7687	95.0		212246	82
SK	2811	9.4	1313	16.2		46417	18.0
SSK	13166	44.1	3899	48.2		103965	40.2
USK	12440	41.7	2366	29.2		58006	22.4
Service	936	3.1	109	1.3		3858	1.4
Total	29807		8087			258569	
Unit							
Ind. T.							
White Collar							
OM							
Pro							
Tech							
Sale							
OC							
Blue Collar							
SK							
SSK							
USK							
Service							
Total							

Paper + Allied Products p1

	NEGRO		OTHER MG		WHITE		TOTAL	
26 Unit Alabama								
Ind. T.								
White Collar	10	.5					2729	18.9
OM	2	.1					910	6.1
Pro							539	3.6
Tech							213	1.4
Sale							76	.5
OC	8	.4					1041	7.0
Blue Collar	1746	99.4					11918	81.0
SK	67	3.8					3166	21.5
SSK	675	38.4					6247	42.5
USK	824	47.0					2179	14.8
Service	180	10.2					326	2.2
Total	1756						14697	
22 Unit Ark								
Ind. T.								
White Collar	7	.6					1460	18.1
OM	2	.1					506	6.7
Pro							257	3.1
Tech							93	1.1
Sale	1						88	1.0
OC	4	.3					516	6.4
Blue Collar	1125	99.3					6573	81.8
SK	137	12.1					1867	23.2
SSK	281	24.8					2406	30.0
USK	652	57.5					2172	27.0
Service	55	4.8					128	1.5
Total	1132						8033	
46 Unit Fla.			Sp. Am					
Ind. T.								
White Collar	12	.8	25	11.8			2821	21.4
OM			5	2.3			1104	8.2
Pro			1	.4			453	3.3
Tech			1	.4			196	1.4
Sale			1	.4			125	1.0
OC	12	.8	17	8.0			1013	7.5
Blue Collar	1433	99.7	186	88.1			10567	78.5
SK	43	3.0	28	13.2		18.5	2773	20.6
SSK	718	49.6	84	39.8			5575	41.4
USK	567	39.2	74	35.0			2050	15.2
Service	105	7.2	—	—			166	1.2
Total	1445		211				13455	

Paper + Allied Products p. 2

	NEGRO		OTHER MG	WHITE	TOTAL	
63 Unit Va						
Ind. T.						
White Collar	61	2.3			4706	23.8
OM	1				1608	8.1
Pro	1				550	2.7
Tech					464	2.3
Sale					325	1.6
OC	59	2.2			1759	9.0
Blue Collar	2538	97.6			14999	76.1
SK	155	6.0			4721	24.0
SSK	1160	44.6			6937	35.2
USK	1041	40.0			3041	15.4
Service	182	7.0			300	1.5
Total	2599				19705	
24 Unit Louisiana						
Ind. T.						
White Collar	15	.7			1997	16.3
OM	1				724	6.0
Pro					298	2.4
Tech					106	.8
Sale					101	.8
OC	14	.7			768	6.3
Blue Collar	1921	99.2			10189	83.6
SK	98	5.0			2986	24.5
SSK	854	44.3			4783	39.2
USK	812	42.1			2102	17.2
Service	147	7.6			318	2.6
Total	1926				12186	
17 Unit Miss.						
Ind. T.						
White Collar	4	.3			1293	15.8
OM	1				456	5.5
Pro					197	2.4
Tech	1				119	1.4
Sale				1	33	.4
OC	2	.1			491	6.0
Blue Collar	1228	99.6			6857	84.1
SK	39	3.1			1327	16.2
SSK	449	36.4			3174	39.0
USK	673	54.6			2231	27.3
Service	67	5.4			130	1.5
Total	1237				8153	

Paper + Allied p. 3

	NEGRO		OTHER MG	WHITE	TOTAL	
58 Unit N. C.						
Ind. T.						
White Collar	13	7.7			3044	20.7
OM	3	.2			1099	7.4
Pro					449	3.0
Tech	2	.1			206	1.4
Sale					253	1.7
OC	8	.6			1037	7.0
Blue Collar	155 ~~#85~~	91.3			11623	79.2
SK	74	1.3		79.2	3318	22.6
SSK	411	35.1			5914	40.3
USK	529	45.2			2118	14.4
Service	141	12.0			273	1.8
Total	1168				14667	
21 Unit S.C.						
Ind. T.						
White Collar	7	.6			2147	24.0
OM	1				571	6.3
Pro					608	6.7
Tech	1				250	2.7
Sale					53	.5
OC	5	.4			665	7.4
Blue Collar	1019	99.3			6806	76.0
SK	27	2.6			2134	23.8
SSK	344	33.5			2866	32.0
USK	558	54.3			1618	18.0
Service	90	8.7			188	2.0
Total	1026				8953	
50 Unit Tenn.						
Ind. T.						
White Collar	15	1.5			2139	20.7
OM	2	.2			786	7.5
Pro	1	.1			254	2.4
Tech					214	2.0
Sale					167	1.6
OC	12	1.2			738	7.1
Blue Collar	974	98.4			8224	79.2
SK	70	7.0			2061	19.8
SSK	518	52.3			4221	40.6
USK	279	28.2			1676	16.1
Service	107	10.8			266	2.5
Total	989				10383	

Paper + Allied p. 4

	NEGRO		OTHER MG		WHITE		TOTAL	
60 Unit Texas			Sp	Am				
Ind. T.								
White Collar	11	1.2	15	3.8	2531	25.6	~~2557~~	~~10.7~~
OM	1	.1	2	.5	802	8.1	~~786~~	~~7.5~~
Pro					309	3.1	~~254~~	~~2.4~~
Tech	4	.4			243	2.4	~~211~~	~~2.0~~
Sale					279	2.8	~~167~~	~~1.6~~
OC	6	.6	13	3.3	898	9.1	~~738~~	~~7.1~~
Blue Collar	785	88.2	375	96.1	7336	74.3	~~8224~~	~~77.2~~
SK	98	10.6	45	11.4	1743	17.6	~~2061~~	~~19.8~~
SSK	432	47.1	202	51.5	3914	39.6	~~4221~~	~~40.6~~
USK	298	32.5	127	32.3	1538	15.5	~~1676~~	~~16.1~~
Service	77	8.4	3	.7	141	1.4	~~141~~	~~1.4~~
Total	916		392		9867		~~9867~~	
48 Unit Virginia								
Ind. T.								
White Collar	17	.7			2255		~~3356~~	~~14.7~~ 21.8
OM							820	6.5
Pro							378	3.0
Tech	1						320	2.5
Sale							202	1.6
OC	16	.6					1035	8.2
Blue Collar	2308	99.2					9840	78.1
SK	111	4.7					2453	19.4
SSK	1170	50.3					4394	34.8
USK	926	39.9					2813	22.3
Service	101	4.3					180	1.4
Total	2325				12595		~~12925~~	
2049 Unit US			Sp Am					
Ind. T.								
White Collar	789	2.4	616	6.7			12417	24.1
OM	108	.3	110	1.2			3793	7.3
Pro	27		32	.3			15133	3.0
Tech	88	.2	65	.7			10131	2.0
Sale	30		30	.3			14363	~~2.7~~
OC	556	1.6	379	4.1	47667		~~39463~~	9.2
Blue Collar	32235	97.5	8490	92.2			132103	25.8
SK	2672	8.0	1171	12.8			94349	18.2
SSK	14345	43.2	4004	44.0			188508	36.4
USK	13294	40.1	3214	~~40.1~~ 35.2			100713	19.4
Service	2024	6.1	107	1.1			8533	1.6
Total	33144		9106		101		517250	

Textiles p1

	NEGRO		OTHER MG		WHITE		TOTAL	
87 Unit Alabama								
Ind. T.								
White Collar	28	.7					3602	9.2
OM							1542	4.0
Pro	1						158	.4
Tech	1						260	.6
Sale							58	.1
OC	20	.6					1584	4.0
Blue Collar	2932	99.2					35431	90.7
SK	69	2.3					5610	14.3
SSK	1514	51.1					24634	63.1
USK	1045	35.3					3984	10.2
Service	309	10.4					1203	3.0
Total	2959						39033	
10 Unit Ark								
Ind. T.								
White Collar	1	.5					442	15.2
OM							160	5.5
Pro							44	1.5
Tech							17	.5
Sale								
OC	1	.5					221	7.6
Blue Collar	170	99.4					2455	84.7
SK	1	.5					288	10.0
SSK	116	67.8					1942	67.0
USK	34	19.8					171	5.9
Service	19	11.1					54	1.8
Total	171						2897	
4 Unit Florida			Span					
Ind. T.								
White Collar			4	1.7			92	9.2
OM							58	5.7
Pro								
Tech							5	.4
Sale								
OC			4	1.7			34	3.3
Blue Collar	49	100	219	98.2			916	90.4
SK	1	2.0	10	4.4			72	7.1
SSK	45	91.8	182	81.6			744	74
USK	0	0	23	10.3			87	8.5
Service	3	6.1	4	1.7			8	.7
Total	49		223				1013	

Textiles p 2

	NEGRO		OTHER MG		WHITE		TOTAL	
4 Unit La.								
Ind. T.								
White Collar			2	3.7			47	2.5
OM							18	4.3
Pro							1	.2
Tech			1	1.8			1.0	4
Sale							1	.2
OC			1	1.8			17	4.1
Blue Collar	104	100	51	96.2			370	90.0
SK	4	3.8					79	9.4
SSK	90	86.5	43	81.1			289	70.3
USK	6	5.7	7	13.2			36	8.7
Service	4	3.8	1	1.8			6	1.4
Total	104		53				411	
15 Unit Miss.								
Ind. T.								
White Collar	14	1.7					469	9.0
OM	5	.6					195	3.7
Pro	—	—					22	.4
Tech	3	.3					27	.5
Sale	—	—					2	
OC	6	.7					223	4.2
Blue Collar	803	98.2					4766	91.0
SK	65	8.0					668	12.7
SSK	497	61.8					3527	67.3
USK	209	25.5					483	9.2
Service	32	3.9					88	1.6
Total	817						5235	
248 Unit ~~N.C.~~ Ga.								
Ind. T.								
White Collar	94	2.0					12128	12.4
OM	11	.1					4684	4.7
Pro							686	.6
Tech	3						703	.7
Sale	2						486	.4
OC	78	.7					5639	5.7
Blue Collar	10078	99.0					86116	87.5
SK	279	2.7					13371	13.6
SSK	5417	53.1					58071	59.0
USK	3289	32.2					11906	12.1
Service	1113	11.0					2768	2.8
Total	10192						98314	

Textiles p. 3

	NEGRO		OTHER MG	WHITE	TOTAL	
611 Unit N.C.						
Ind. T.				26 (?)		
White Collar	282	2.0			26831	21.8
OM	17				10418	4.5
Pro	5				1727	.7
Tech	21	.1			1936	.8
Sale	1				703	.3
OC	138	.7			12037	5.2
Blue Collar	17816	98.0			200374	88.1
SK	952	5.2			33901	15.0
SSK	9633	53.5			142133	62.5
USK	5565	31.0			19321	8.5
Service	1666	9.2			4959	2.1
Total	17998				227135	
288 Unit S.C.						
Ind. T.						
White Collar	137	1.0			17169	12.6
OM	6				7172	5.2
Pro	2				1211	.8
Tech	18	.1			1471	1.0
Sale					147	.1
OC	105	.8			7068	5.1
Blue Collar	12670	99.0			119082	87.3
SK	403	3.1			21039	15.4
SSK	6419	50.1			78896	57.9
USK	4813	~~50.1~~ 37.5			16789	12.3
Service	1042	8.1			2358	1.7
Total	12808				136251	
87 Unit Tenn						
Ind. T.						
White Collar	28	1.9			4327	13.5
OM					1510	4.7
Pro	1				259	.8
Tech	3	.2			295	1.0
Sale					253	.7
OC	24	1.6			2020	6.3
Blue Collar	1432	98.0			27629	86.4
SK	99	6.7			6057	19.0
SSK	873	59.5			19023	59.5
USK	345	23.5			1885	5.8
Service	120	8.1			664	2.0
Total	1465				31966	

Textiles p. 4

	NEGRO		OTHER MG		WHITE	TOTAL	
5 Unit ~~Exp~~ Tex			Sp Am				
Ind. T.							
White Collar	4	1.2	20	2.8		451	9.7
OM			5	.7		216	4.6
Pro						11	.2
Tech						5	.1
Sale						25	.5
OC	4	1.1	15	2.1		194	4.1
Blue Collar	358	98.8	684	97.1		4197	90.2
SK	33	9.1	482	68.4		1091	23.4
SSK	163	45.0	110	15.6		2272	48.8
USK	134	37.0	91	13.0		772	16.6
Service	28	7.7	1	.1		62	1.3
Total	362		704			4648	
73 Unit Vo.							
Ind. T.							
White Collar	24	.6				5110	12.6
OM	5	.1				2046	5.0
Pro						367	.9
Tech						358	.8
Sale						39	
OC	19	.4				2300	5.7
Blue Collar	3836	99.3				35185	87.3
SK	113	3.0				5381	13.3
SSK	1737	45.0				24381	60.5
USK	1778	46.0				4539	11.2
Service	208	5.3				884	2.1
Total	3860					40295	
2315 Unit U.S.			Sp. Am				
Ind. T.							
White Collar	2069	3.7	499	7.0		10595	14.1
OM	132	.2	95	1.3		39729	5.0
Pro	20		29	.4		7385	1.0
Tech	92	.1	23	.3		7541	1.0
Sale	16		23	.3		6362	.8
OC	809	1.3	329	4.6		49575	6.3
Blue Collar	60603	98.2	6617	93.0		669271	85.8
SK	2938	4.7	908	12.7		112253	14.3
SSK	32093	52.0	3933	55.2		450562	57.7
USK	20513	33.2	1651	23.2		89459	11.4
Service	5059	8.2	125	1.7		16754	2.1
Total	61672		7116			779620	

83 OJT (1.1)

Apparel and related

r 1.

	NEGRO		OTHER MG		WHITE	TOTAL	
99 Unit Alabama							
Ind. T.							
White Collar	21	2.1				2148	6.7
OM	2	.1				757	2.2
Pro						95	.2
Tech	2	.1				84	.2
Sale						55	.1
OC	17	.8				1157	3.4
Blue Collar	1876	98.1				31020	93.5
SK	297	~~98.9~~	15.6			7359	22.1
SSK	1290	~~154~~	68.0			22318	68.3
USK	158	~~180~~	8.3			925	2.7
Service	131	6.9				408	1.2
Total	1897					33158	
33 Unit Ark.							
Ind. T.							
White Collar	16	1.6				571	5.5
OM	1					229	2.2
Pro						13	.1
Tech	1					39	.3
Sale	1					21	.2
OC	7	.6				269	2.6
Blue Collar	1021	98.0				9732	94.4
SK	18	1.7				830	8.0
SSK	922	89.4				8463	82.1
USK	60	5.8				309	3.0
Service	21	2.0				130	1.2
Total	1031					10303	
18 Unit Fla.							
Ind. T.							
White Collar	6	1.8	13	2.6		268	8.2
OM	2	.6	4	.8		88	2.6
Pro			1	.2		9	.2
Tech						12	.3
Sale			2	.4		14	-
OC	4	1.2	6	1.2		140	4.2
Blue Collar	314	98.1	478	97.3		2998	91.7
SK	31	9.6	92	18.7		633	19.3
SSK	234	73.1	367	74.7		2225	68.1
USK	19	6.0	(11) 18	3.2		67	2.0
Service	30	9.3	3	.6		73	2.2
Total	320		491			3266	

Apparel

	NEGRO		OTHER MG	WHITE		TOTAL	
173 Unit Ga.							
Ind. T.							
White Collar	46	1.0			7.3	3495	7.
OM	8	.1				1229	2.
Pro	1				2.6	116	.2
Tech						105	.2
Sale	1					318	.6
OC	(3.6) 36	.8			3.6	1728	3.
Blue Collar	4223	89.0			92.6	43705	92.
SK	441	10.3			13.4	6350	13.
SSK	3149	73.7			73.3	34663	73.
USK	356	8.3				1615	3.
Service	277	6.4				1122	2.3 2.
Total	4269					47246	
22 Unit La.							
Ind. T.							
White Collar	38	1.8				694	16.5
OM	13	.6				216	3.
Pro	1					21	.3
Tech	4	.1				12	.2
Sale	3	.1				131	2.3
OC	17	.8				264	4.6
Blue Collar	2011	98.2				4918	83.4 88
SK	913	44.5				1857	33.8 3
SSK	934	45.5				2784	50.0 50
USK	86	4.1				150	2.6 2.
Service	78	3.8				102	1.8 1.
Total	2049					5562	
105 Unit Miss.							
Ind. T.							
White Collar	21	1.0			5.4	1745	5.
OM	4	.2				612	1.9
Pro						69	.2
Tech	4	.2				98	.3
Sale	2	.1				63	.1
OC	11	.5			2.8	903	2.
Blue Collar	1932	99				30169	
SK	237	11.8			19.4	6194	19
SSK	1376	70.6			70.1	22391	70.
USK	181	9.2			3.2	1027	3.
Service	140	7.1			1.7	577	1.
Total	1953					31914	

Apparel p. 3

	NEGRO		OTHER MG	WHITE	TOTAL	
143 Unit N.C.						
Ind. T.						
White Collar	31	2.9			3211	9.7
OM	7	.1			1159	3.0
Pro	1				152	.3
Tech	14	.3			351	.9
Sale					216	.5
OC	29	.8			1833	4.7
Blue Collar	3510	98.5			34571	90.1
SK	722	20.2			10032	26.2
SSK	2324	65.2			22653	59.2
USK	291	8.1	100 OJT 2.8		1239	3.2
Service	173	4.8		325 OJT (.8)	587	1.5
Total	3561				38222	
85 Unit S.C.						
Ind. T.						
White Collar	49	1.7			2278	8.3
OM	15	.3			773	2.8
Pro					54	.1
Tech	3				124	.4
Sale					102	.3
OC	31	.7			1225	4.4
Blue Collar	4269	98.8			24962	91.6
SK	507	11.7			4689	17.2
SSK	3103	71.8			18045	66.2
USK	433	10.0	101 OJT (2.3)	227 OJT (.8)	1593	5.8
Service	276	5.2			635	2.3
Total	4318				27240	
161 Unit Tenn.						
Ind. T.						
White Collar	41	1.8			3622	6.4
OM	4	.1			1388	2.4
Pro					74	.1
Tech					107	.1
Sale	1				216	.3
OC	37	1.6			1837	3.2
Blue Collar	2260	98.1			52425	93.5
SK	157	6.8			4959	8.8
SSK	1697	73.7	61 OJT 2.6	304 OJT .5	43886	78.3
USK	258	11.2			2907	5.1
Service	148	6.2			673	1.2
Total	2302				56047	

Apparel p. 4

	NEGRO		OTHER MG		WHITE		TOTAL	
136 Unit Tex.			Sp Ann					
Ind. T.								
White Collar	23	3.3	441	4.2			3259	9.7
OM	11	.4	179	1.6			1019	3.0
Pro	–		4				158	.4
Tech	4	.1	15	.1			108	.3
Sale	–		3				586	1.7
OC	58	2.6	240	2.2			1388	4.1
Blue Collar	2132	96.6	10128	95.8			30171	90.2
SK	125	5.6	2026	19.1			5385	16.1
SSK	1526	69.2	7439	70.4	19765 1.8	+75 .7	22565	67.6
USK	359	16.2	411	3.8			1668	5.0
Service	122	5.5	242	2.2	3940 OJT (1.1)		493	1.4
Total	2205		10559				33370	
75 Unit Va.								
Ind. T.								
White Collar	37	1.2					1820	8.3
OM	10	.3					622	2.8
Pro	2						58	.2
Tech							60	.2
Sale	1						85	.3
OC	24	.8					995	4.5
Blue Collar	2914	98.7					19889	91.6
SK	94	3.1					2456	11.3
SSK	2384	80.7	64 OJT 2d				15314	70.5
USK	251	8.5					1653	7.6
Service	185	6.2					456	2.1
Total	2951						21709	
333 Unit 45			Sp Ann					
Ind. T.								
White Collar	1919(?) 2979	3.7 3.7	1299	4.0			6041	11.0
OM	283	.5	317	1.0			21070	3.5
Pro	25		14				2585	.4
Tech	73	.1	57	.1			2581	.4
Sale	21		31	.1			7653	1.2
OC	1517	3.0	765	2.5			32152	75.3
Blue Collar	49485	96.2	29984	96.0			538803	89.0
SK	8269	16.6	6497	21.5			111626	18.7
SSK	32347	62.0	18930	62.7	8043 OJT w/ Appt.		373432	62.5
USK	6342	12.3	2912	9.6			35129	5.8
Service	2527	4.9	645	2.1	694 OJT w/ Appt		10616	17
Total	51404		30173		OJT & Appr.		596844	

1175 OJT w/ Appt.

Mining

	NEGRO		OTHER MG	WHITE	TOTAL	
(40) Unit Alabama						
Ind. T.						
White Collar	3	.1			802	13.7
OM					455	7.7
Pro					61	1.0
Tech	2	.1			88	1.5
Sale					13	.2
OC					185	3.1
Blue Collar	1540	89.8			5036	86.2
SK	439	28.4			1831	31.3
SSK	646	41.8			2349	40.2
USK	437	28.3			782	13.3
Service	18	1.1			74	1.2
Total	1543				5838	
(24) Unit Ark						
Ind. T.						
White Collar	2	2.6			625	45.7
OM					131	9.5
Pro					183	13.3
Tech					28	2.0
Sale					5	.3
OC	2	2.6			278	20.3
Blue Collar	74	97.3			741	54.2
SK	5	6.5			289	21.1
SSK	42	55.2			311	22.7
USK	16	21.0			117	8.5
Service	11	14.4			24	1.7
Total	76				1366	
(24) Unit Fla.						
Ind. T.						
White Collar	5	.3			1691	24.4
OM	2	.1			668	9.6
Pro	1				273	4.0
Tech					224	3.2
Sale					35	.5
OC	2	.1			491	7.0
Blue Collar	1372	98.6			5225	75.5
SK	68	4.8			1397	20.1
SSK	748	53.5			2517	36.5
USK	554	39.6			1266	18.3
Service	22	1.5			35	.5
Total	1397				6916	

Mining (p. 2)

	NEGRO		OTHER MG	WHITE	TOTAL	
(30) Unit Ga.						
Ind. T.						
White Collar	4	.3			892	15.4
OM	1				355	7.7
Pro					87	1.8
Tech	2	.1			130	2.8
Sale					50	1.0
OC	1				270	5.8
Blue Collar	1124	95.6			3803	82.5
SK	54	4.5			907	19.7
SSK	557	47.2			1876	40.8
USK	552	46.8			855	19.2
Service	11	1.0			35	.7
Total	1178				4595	
(162) Unit La.						
Ind. T.						
White Collar	42	6.5			8651	36.8
OM	2	.3			1881	8.0
Pro	1	.1			3083	13.1
Tech	12	1.8			1579	6.7
Sale					89	.3
OC	27	4.2			2019	8.6
Blue Collar	599	93.4			14816	63.1
SK	62	9.6			5244	22.3
SSK	151	23.5			6560	28.0
USK	330	51.4			2612	11.1
Service	56	8.7			400	1.7
Total	641				23467	
(41) Unit Miss						
Ind. T.						
White Collar					824	47.0
OM					124	7.0
Pro					368	21.0
Tech					142	8.1
Sale					10	.5
OC					180	10.2
Blue Collar	158	100			926	52.9
SK	17	10.7			304	17.3
SSK	76	48.1			433	24.7
USK	63	39.8			182	10.4
Service	2	1.2			7	.4
Total	158				1750	

Mining

	NEGRO		OTHER MG	WHITE	TOTAL	
(18) Unit N.C.						
Ind. T.						
White Collar					302	20.8
OM					120	8.2
Pro					37	2.5
Tech					29	2.0
Sale					14	1.0
OC					102	7.0
Blue Collar	282	100			1147	79.1
SK	21	7.7			285	19.6
SSK	81	28.7			473	32.6
USK	179	63.4			387	26.7
Service	1	.3			2	.1
Total	282				1449	
(14) Unit S.C.						
Ind. T.						
White Collar	1	.2			195	17.4
OM					96	8.5
Pro					15	1.3
Tech					19	1.6
Sale	1	.2			6	.5
OC					59	5.2
Blue Collar	484	99.7			923	82.5
SK	29	6.0			153	13.6
SSK	185	38.1			466	41.6
USK	241	49.6			280	25.0
Service	29	6.0			24	2.1
Total	485				1118	
(31) Unit Tenn.						
Ind. T.						
White Collar	2	.7			1744	32.7
OM	1	.3			548	10.2
Pro					115	2.1
Tech					91	1.7
Sale					75	1.4
OC	1	.3			315	5.9
Blue Collar	258	99.2			4185	78.5
SK	13	5.0			954	17.9
SSK	165	63.4			2366	44.3
USK	70	27.0			744	14.0
Service	10	3.8			121	2.2
Total	260				5329	

Mining p. 4

	NEGRO		OTHER MG		~~WHITE~~	TOTAL	
320 Unit Texas			Sp-Am				
Ind. T.							
White Collar	94	11.2	156	10.5		25956	52.0
OM	4	.4	22	1.4	Also	5243	10.5
Pro	3	.3	36	2.4	135 Oriental	8203	16.4
Tech	10	1.1	53	3.5	of whom 49 are	3428	6.8
Sale	10	1.1	3	~~3.5~~ .2	white collar	699	1.4
OC	67	8.0	42	2.8		8363	16.7
Blue Collar	749	88.8	1327	89.4		23939	48.0
SK	28	3.3	140	9.4		9120	18.2
SSK	247	29.3	624	42.0		10557	21.1
USK	311	36.8	535	36.0		3885	7.7
Service	163	19.3	28	1.8		377	.7
Total	843		1483			49857	
(34) Unit Va.							
Ind. T.							
White Collar	3	.5				1448	18.8
OM	2	.3				730	9.5
Pro						60	.7
Tech	1	.1				156	2.0
Sale					159	~~345~~ 159	2.0
OC						343	4.4
Blue Collar	510	99.4				6226	81.1
SK	73	14.2				1549	20.1
SSK	303	59.0				4016	52.3
USK	123	24.0				610	8.0
Service	11	2.1				51	.6
Total	513					7674	
2178 Unit US			Sp. Am				
Ind. T.							
White Collar	883	7.7	1275	10.2		121148	33.0
OM	48	.3	146	1.1		32,535	8.8
Pro	22	.1	150	1.2		27471	7.4
Tech	49	.3	202	1.6		12777	3.4
Sale	280	2.2	320	2.5		10592	2.8
OC	484	3.9	457	3.6		37771	10.2
Blue Collar	11500	92.3	11135	89.7		246,263	67.0
SK	1657	12.7	2597	21.0		83947	22.8
SSK	5365	43.3	5838	47.0		120,050	32.6
USK	3923	31.6	2444	19.6		37960	10.3
Service	135	5.1	256	2.0		4306	1.1
Total	12383		12410			367411	

Food + Kindred (20)

	NEGRO		OTHER MG		WHITE		TOTAL	
105 Unit Alabama								
Ind. T.								
White Collar	187	5.6					4459	31.4
OM	11	.3					984	7.0
Pro	2						118	.8
Tech	5	.1					87	.6
Sale	148	4.4					2406	17.0
OC	21	.6					864	6.0
Blue Collar	3124	94.3					9711	68.5
SK	248	7.4					1153	8.1
SSK	1218	36.7					3737	26.3
USK	1518	45.8					4560	32.1
Service	140	4.2					261	1.8
Total	3311						14170	
107 Unit Ark								
Ind. T.								
White Collar	21	1.5			426 Indian not other; 419 are BC (98.3); 315 Sp. Amer not other; 251 are BC (79.7); Not Latinos 99.6%; 64.1%		2632	12.0
OM	1						864	5.5
Pro							128	.8
Tech	2	.1					125	.8
Sale	10	.7					730	4.6
OC	8	.5					790	5.0
Blue Collar	1357	98.4					12941	83.0
SK	67	4.8					914	5.8
SSK	476	34.5					3674	23.5
USK	747	54.2					8187	52.5
Service	67	4.8					166	1.0
Total	1378						15578	
178 Unit Florida			Sp Am					
Ind. T.								
White Collar	136	1.8	442	17.3			8402	22.4
OM	14	.1	77	3.0			1968	5.2
Pro	1		41	1.5			309	.8
Tech	1		48	1.8			349	1.0
Sale	58	.8	136	5.3			3253	8.7
OC	62	.8	143	5.5			2523	6.7
Blue Collar	7206	98.7	2120	82.6			28980	77.5
SK	472	6.5	293	11.4			4193	11.2
SSK	2207	30.5	776	30.2			11831	31.6
USK	4213	58.1	1020	39.7			12443	33.2
Service	212	3.0	31	1.2			513	1.3
Total	7242		2565				37382	

Food + Kitchen 1.2

	NEGRO		OTHER MG	WHITE	TOTAL	
179 Unit Ga.						
Ind. T.						
White Collar	290	2.7			9613	27.0
OM	34	.3			2379	6.6
Pro	5				569	1.5
Tech	27	.2			246	.6
Sale	115	1.0			3713	10.4
OC	109	1.0			2705	7.5
Blue Collar	10433	97.3			26013	73.0
SK	613	5.7			3145	8.8
SSK	2403	22.4			7225	20.2
USK	6845	64.2			14800	41.5
Service	572	5.0			843	2.3
Total	10723				35625	
118 Unit Louisiana						
Ind. T.						
White Collar	187	3.0			4849	28.4
OM	7	.1			1057	6.1
Pro					170	1.0
Tech	2				159	1.0
Sale	146	2.3			2222	13.0
OC	32	.5			1241	7.2
Blue Collar	5921	92.0			12217	71.5
SK	273	4.7			1782	10.4
SSK	1868	30.5			4742	27.7
USK	3519	57.5			5298	31.0
Service	263	4.3			395	2.3
Total	6108				17086	
88 Unit Miss.						
Ind. T.						
White Collar	36	1.0			2035	21.0
OM	5	.1			556	5.7
Pro					46	.4
Tech	4	.1			75	.7
Sale	17	.4			819	8.4
OC	10	.2			539	5.5
Blue Collar	3432	99.0			2683	29.0
SK	173	5.0			780	8.0
SSK	1137	32.7			2562	26.3
USK	2022	58.3			4128	42.4
Service	100	2.8			213	2.1
Total	3468				9718	

Ford + Kindel p 3

	NEGRO		OTHER MG	WHITE	TOTAL	
153 Unit N.C.						
Ind. T.						
White Collar	156	3.3			7370	37.4
OM	23	.4			1476	7.5
Pro	4				139	.7
Tech	2				146	.7
Sale	115	2.4			4356	22.1
OC	12	.2			1243	6.3
Blue Collar	4482	96.3			12271	62.5
SK	180	3.8			1442	7.3
SSK	1172	25.2			4659	23.7
USK	2859	61.5			5479	27.9
Service	276	6.0			691	3.5
Total	4643				19631	
47 Unit S.C.						
Ind. T.						
White Collar	~~148~~ 66	4.4			1758	37.4
OM	2	.1			378	8.1
Pro					59	1.2
Tech	2	.1			15	.3
Sale	58	3.9			928	21.0
OC	4	.2			328	7.0
Blue Collar	1418	95.5			2889	62.1
SK	92	6.1			346	7.4
SSK	541	36.4			1212	26.0
USK	738	49.7			1203	25.8
Service	47	3.1			128	2.7
Total	~~1487~~ 1484				4687	
159 Unit Tenn.						
Ind. T.						
White Collar	179	3.4			6853	31.6
OM	6	.1			1644	7.6
Pro	10				309	1.4
Tech	3				135	.6
Sale	84	2.2			3112	14.3
OC	36	1.0			1653	7.6
Blue Collar	3623	95.5			14844	68.3
SK	215	5.7			2554	11.8
SSK	1291	34.5			5560	25.7
USK	1817	48.6			6117	28.2
Service	280	7.5			543	2.5
Total	3732				21627	

Ford + Kindred (p. 4)

	NEGRO		OTHER MG		WHITE	TOTAL	
390 Unit Tex			Sp Am				
Ind. T.							
White Collar	210	4.1	947	7.4		12876	31.8
OM	31	.4	155	1.2		4567	8.1
Pro	3		7			833	1.4
Tech	37	.4	34	.2		623	1.1
Sale	191	2.5	522	4.1		7511	13.3
OC	48	.6	229	1.8		4342	7.7
Blue Collar	7228	95.8	11687	92.5		38337	68.1
SK	498	6.6	902	7.1		5786	10.2
SSK	2455	32.5	3706	29.3		15464	27.5
USK	3821	50.6	6788	53.7		15984	28.4
Service	454	6.0	291	2.3		1103	2.0
Total	7538		12634			56213	
129 Unit Va.							
Ind. T.							
White Collar	110	2.1				5422	28.9
OM	37	.7				1389	7.4
Pro	1					130	.6
Tech	3					122	.6
Sale	52	1.0				2637	14.0
OC	17	.3				1149	6.1
Blue Collar	4905	97.8				13334	71.0
SK	238	4.7				1470	7.8
SSK	1356	27.0				4544	24.2
USK	3057	61.0				6751	36.0
Service	254	5.0				566	3.0
Total	5015					18756	
6103 Unit U.S.			Sp Am		10877 Oriental 28.8% BC		
Ind. T.							
White Collar	6392	5.1	3916	7.3		351,241	31.3
OM	696	.5	643	1.2		85709	7.6
Pro	192	.1	183	.3		23222	2.0
Tech	416	.3	273	.5		14881	1.3
Sale	3100	2.4	1368	2.5		128,185	11.4
OC	1973	1.5	1449	2.7		99214	8.8
Blue Collar	117,717	94.8	49242	92.6		762622	68.6
SK	7988	6.4	4440	8.3		114563	10.2
SSK	39682	32.0	18268	34.4		321458	28.7
USK	63015	50.7	24959	47.0		304217	27.1
Service	7031 ~~14094~~	5.6	1475	2.7		27454	2.4
Total	124094		53058			1,118,903	

A Paper by Ben Segal

A Paper by Ben Segal
Director of Education, International Union
of Electrical Workers, AFL-CIO; and Director, Trade
Union Program on Civil Liberties and Rights

Given at the 1957 Annual Meeting of
The American Economic Association
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SOME EFFORTS AT DEMOCRATIC UNION PARTICIPATION

Recent investigations and events have spotlighted the problem of racketeering, corruption and the lack of democracy in some of our trade unions. It is my contention, however, that the majority of our unions are clean and to a considerable extent run democratically. This is not to minimize the gravity of the problem. James B. Carey, president of the International Union of Electrical Workers, stated the problem picturesquely when he said in a speech:

> "...The undeniable fact is that the House of Labor has termites and, therefore, needs a fumigation! There's no sense in trying to reassure ourselves with the fact that the number of termites is limited. We risk self-deception by repeating to ourselves that only a very small percentage of unions and workers are involved in racketeering...
>
> "...One single national union that is corrupt is one too many! One single local union that is run by racketeers is one too many! Corruption anywhere in trade unionism is morally indefensible..."

The action of the AFL-CIO Executive Council and its Ethical Practices Committee has been commendable in meeting the problem of corruption even at the probable risk of the loss of strength and income. By these actions and by the adoption of ethical practices codes the AFL-CIO has set for itself a higher moral standard than almost any other institutional group in our society.

This is as it should be. Workers developed unions specifically for just that purpose--to introduce more democracy into industry. Thus it is irrelevant, for example,

to try to deflect the issue by pointing to corruption in management--as by making the apparently true statement that "where you have a corrupt labor leader you have a corrupt management."

The AFL-CIO resolution in Ethical Practices (December 1955) recognizes the basic purpose--and need--by stating:

> "The free and democratic labor movement of our country...rests upon the foundations of brotherhood, honesty and integrity.
>
> "Any departure from the most exacting ethical principles is harmful not only to the people directly affected but to the whole fabric of our civilization."

If the trade union movement lost its democratic ideals, it would lose its central purpose and be discarded by those whom it serves.

When we try to define trade union democracy, we find ourselves dealing with less tangible issues than when we talk about racketeering and ethical practices. Union democracy must be discussed in the context of the all-too-prevalent turbulence of the industrial community in which unions operate. Perhaps there is no Webster-type clear-cut definition of union democracy--particularly one to fit all the different situations which unions face. Nevertheless, encouraging development of functional union democracy is a paramount task before us, as ably pointed out by Professors Summers and Seidman in their excellent papers.

Possibly the best way to approach the problem is to set forth questions supplementing the basic one to be asked of each union: Is this organization democratic? The town-hall type of democracy being outdated in many unions by the spread of their membership, we may ask whether there exists constitutional machinery for delegating authority to democratically elected representatives? Does the machinery work fairly in practice? Do the elected representatives have the will and power to make basic and major decisions? Do all union members have equal opportunity to run for office without reprisals from incumbents? Do they have ready access to fair appellate procedures against unjust or arbitrary action by the union or its officers? Is there adequate opportunity for the development of opposition against unfair majority rule? Can the membership control and prevent indiscriminate expenditures of union funds? Does the union make a complete and understandable financial accounting to the membership? Can racial or religious minority group workers enter the union with the same "first class" status as the dominant majority group?

A "yes" answer to each of these questions about a particular union would suggest a healthy state of democracy.

Many serious obstacles face unions in maintaining

or achieving such democratic standards. Because of space and time limitations I have, in the main, limited my observations to but one obstacle to union democracy--the decline in membership participation in decision-making.

There are many reasons for this. Many members look upon the unions merely as a device or slot-machine for getting more money and better working conditions. As long as the machine pays off, they're satisfied. Unions have grown older and are taken for granted, union meetings which often tend to be long and dull compete with less arduous tasks--like watching television. New members lack emotional identification with the union, not having had to struggle for existing conditions and gains won by older members. New members often are dues payers and union members in name but not in spirit; they feel far removed from the decision-making level of the union--especially in the larger unions. Even in the best of unions we often find only a "crisis membership" showing concern and interest only at contract negotiating time or if there is a danger of a layoff or a strike. This brings to mind the story recently carried by one of the labor papers:

> "In Cincinnati, Ohio, an officer of IUE Local 757 brooded unhappily about the problem besetting his Local and all Local Unions these days--declining attendance at membership meetings. Finally, desperately, he decided to try a little 'reverse pshcyology.' The next meeting notice that went out was the shortest ever issued by the Local:

> 'Don't Attend! No Need to Bother! No Entertainment, No Sex, No Drinks. All We're Going to Do is Take a Strike Vote and Raise Dues!' Result--the biggest membership meeting in the Local's history!"

Having painted this rather grim picture I think it's only fair to point out that many unions are genuinely concerned and are trying to do everything possible to increase the membership interest and participation. Cases I am about to cite are illustrative of this. They are not necessarily typical, however. It would be difficult because of the many variations in union practices and structure to cite many truly typical cases.

A Guild System

Now, encouraging membership decision-making doesn't necessarily mean that decisions can be made only at general membership meetings. As I indicated, many or most unions find it impossible to get more than a small percentage of the members to attend meetings. The problem is of most serious nature where locals are large, with membership scattered over a wide area in different locations, as in the Teamsters union, or in some locals of the Newspaper Guild.

Guild locals in such cities as San Francisco, Philadelphia, Los Angeles, and New York have worked out a "representative assembly" system which seems to encourage

the membership to take part in decision-making through their elected representatives.

It would be extremely difficult for the Guild's New York Local 3 to have very effective and representative local union meetings. One of the oldest in the 25-year-old international, Local 3 has 8,400 members, employed on some 50 different newspapers, news services, news magazines, a radio station, and miscellaneous publications. The members are scattered through five city boroughs, Connecticut and New Jersey.

Local 3's Representative Assembly was set up when the local was born, deliberately patterned after the representative assembly idea used by Congress, and for like reasons. Assembly delegates are elected by units on the basis of one delegate and one alternate for each 25 unit members. A unit is a shop division. The New York Times employees form one unit; the Saturday Review of Literature employees form another, etc. Members of each unit elect their own officers, settle unit issues whenever possible and ratify or reject contracts negotiated by the local union's negotiators for each unit. Units must meet every other month and their procedures must conform with the high standards of democracy set by the international. For example: observers are encouraged to attend negotiations and all strikes must be voted by a majority of the striking

unit.

Each unit has as many votes in the Assembly as it has members in good standing on the first day of the month in which the Assembly meets. Each unit's votes are divided equally among its delegates, and if delegates and alternates are absent, the unit's votes are absent, without proxy. Ordinarily, the New York Assembly has more than 300 delegates.

It meets once a month. The local's executive board may order special meetings, and any 16 Assembly members also may call a meeting, on at least three day's notice.

The local executive board members have no votes in the Assembly unless they are given votes by their respective units. The Assembly elects its own officers--a chairman and a vice chairman. Neither may be a member of the local executive board in another capacity; they become board members by virtue of their election as Assembly officials.

The Assembly functions to review or to request board decisions, including salary payments. The Assembly may authorize a strike, subject to unit approval as mentioned above.

Attendance is seldom as much as 150, less than half of the Assembly. This is, however, a better percentage than most local unions have. A controversial issue

will of course attract more members. About 30 delegates work on night shifts and can attend only if the meeting falls on their night off.

The Assembly seldom alters executive board decisions any more, but the power to do so is there. This power was used in the 1940s, when pro-Communists and anti-Communists were battling for control. In the late Forties the anti-Communist members gained control and ousted pro-Communist local officials. The anti-Communists continue this control today.

During those battleground years, the checks and balances of the Assembly were used often to override decisions of the local officials who didn't have the Assembly's confidence.

A later example of how the Assembly works during controversy occurred last year. New York Times and New York Daily News delegates to an Assembly meeting asked for a referendum of the membership on the question: "Shall the Newspaper Guild of New York resist the dismissal of all members discharged after invoking a constitutional privilege when asked by an authorized government agency about Communist affiliation?" The executive board by a vote of 11 to 6 recommended a "no" vote. The referendum sustained the "no" vote by a 3 to 2 majority, out of ballots cast by about 60 percent of the membership.

The local's stand is contrary to positions taken at the 1954 and 1955 international union's conventions, which recommended that locals "resist by every means possible" dismissals for invoking protection of the Bill of Rights. The convention policy was not made mandatory, however.

In New York, a referendum is mandatory upon a petition of at least 10 percent of the members in good standing. Instead of a referendum, the Assembly delegates could have referred the above matter to a local meeting. The latter are held at least three times a year.

Edward McNamara, chairman of the Assembly and of the Times unit, says there is usually little conflict between the board and the Assembly because both are elected by the same general membership groups. There is a sizable turnover among Assembly delegates--about 20 percent a year--which increases membership participation. Tradition holds that every department within a unit should have at least one Assembly delegate if possible.

Such "representative assemblies" typify the democracy effectively guaranteed by the union's constitution for some 30,000 Guild members. The constitution requires that all decisions be made by simple majority vote, and prohibits proxy voting. Conventions are held every year, and international officers are elected every two years by

membership referendum. In this year's election, typically, there were opposing slates--the administration and the "Independents"--and, as always, each had equal access to the news, advertising and letters columns of the union's official publication, "The Guild Reporter."

A Communications Workers of America (CWA) System

Moving on beyond the local level, we next consider an international union convention. On most union structure charts the national convention rates as the highest governing body. To contrast the impressions we may have derived from the recent convention of the Teamsters we picked out the convention of the Communications Workers of America, AFL-CIO, where all of the delegates were rank and file members instead of staff members.

This 20-year-old union now represents some 370,000 persons in the telephone industry, of whom 60 percent are women. About 3/5 of those represented now belong to the union's 337 locals in the United States and Canada. They pay $24 a year in national dues and about $12 a year in local dues.

Following the union's 1957 convention we sent out questionnaires to 95 convention delegates. Eighty-eight returned this confidential (unsigned) and detailed ques-

tionnaire seeking reactions to the convention and the way it was run. Questions were asked concerning reactions to the time allowed to discuss motions, issues, and resolutions; and the general running of the convention--whether they felt it was done in a democratic manner, or if only a small group of people influenced the making of policy at the convention. While recognizing the limitations of this questionnaire method, and the nature of the sampling, we found the vast majority gave their union an excellent rating on its democratic procedures and fair play at convention.

The union leadership has developed a number of procedures to encourage greater membership participation as well as democratic competition.

To generate interest in the convention, the union devotes from four to eight hours at the week-long educational institutes to convention procedures. Attending these institutes are 1,000 or so local union officers and shop stewards--a significant portion of the local leadership. In addition, two hours are spent on CWA government and convention procedures at each of the two-day schools, which reach some 4,000 local union officers. Locals are encouraged to submit resolutions in advance to the six standing convention committees whose members are appointed well ahead of the convention.

At the convention itself the most interesting innovation is a combination telephone and microphone system set up on the convention floor to facilitate and speed up delegate participation in debate. The CWA is, I believe, the only organization using such a system. It may be natural that a communications union should adopt such a system.

There are five sets of microphones: privilege, questions, motions, "for" debate, "against" debate. Next to each microphone is a telephone, and each telephone leads to a separate parliamentarian seated on the convention platform.

A delegate wishing to use a mike must first discuss it with a parliamentarian to determine priority and timing. This prevents loss of time for out-of-order motions or questions which the chairman might be asked needlessly.

The following motions are made at the "privilege" microphone: to adjourn, to recess, to raise a question of special privilege, to call for orders of the day, or to raise a point of order. The uses of the other microphones are obvious by their names.

If a delegate disagrees with the parliamentarian's ruling, he may appeal to the convention chairman.

Five minutes is the limit for debate at the microphone. No person may speak twice on the same topic so long

as other delegates wish to speak for the first time. The chair must give the delegate one minute's notice before expiration of the five-minute time. Each user of a mike must identify himself fully. "For" and "against" debates are alternated. Delegates are recognized in order as they arrive at the telephone.

Voting during conventions is on the basis of one delegate, one vote, except when 20 percent of the delegates on the floor may call for a roll call vote. Thereupon each local determines how to assign votes on the basis of per capita membership as decided by the credentials committee.

No proxy voting is permitted except that a local of less than 200 members may assign its proxy to a delegate from another local attending the convention.

Representation is on the basis of one delegate and one alternate for each local in good standing with less than 200 members; two delegates and two alternates for a local with 200 to 400 members; three pairs for a local with 400 to 600 members, and an additional pair for each additional 400 members. A union with 190 members would have one delegate; a union with 1,900 members would have six delegates.

Before leaving the CWA, it is pertinent to note that A. T. Jones, vice president, ran for the presidency

in opposition to the incumbent president, Joseph A. Beirne, at the last CWA convention. Jones had the same access as did the administration to the credentials and list of delegates, and to holding caucuses and parties at the convention itself. Both Jones and Beirne had rank and file committees campaigning for them and soliciting campaign funds from the local unions. In addition, both sides put out paraphernalia usual at convention elections. Prior to the convention, Jones circulated to the local unions statements of his position and his reasons for opposing the administration. While we found here the usual practice of not giving the opposition equal access to the union's newspaper, Jones' candidacy and his statement of reasons for running against Beirne were carried in the union's paper prior to the convention.

A United Automobile Workers (UAW) Program

In proceeding to the next case I must reveal my occupational bias which is reflected by 11 years' work in and with the trade unions. Eight of these years have been in the field of workers education. In the long run I'm convinced that many headaches unions have could be solved by a well-run and adequately financed education program among local union officers, stewards and members. While a growing number of unions have education programs,

not many of them are adequately staffed or financed. What is even sadder, among the unions that really need an education program, such as the building trades and the older craft unions, there are none to speak of. There are those among the union leadership who still look upon workers' education as an unnecessary luxury or frill or as an "egghead activity" which may only develop troublemakers, or what's worse, potential rivals for office!

Probably the most intensive and extensive education program by any union is that of the United Automobile Workers, AFL-CIO. The current focus of the union's educational activities is on their "Heart of the Union" program.

The "Heart" system is defined as a "core training program designed to present the history, theory, method, aims, and goals of the labor movement to UAW members." A study shows it to be closely oriented to the union's goals as set forth by the last convention in April. It is designed to enlighten and help convince the members that the following six propositions are true:

1. The UAW has a proud background of history.

2. Only industrial unions can adequately represent the crafts in the plant.

3. Big business dominates the press and the Republican Party, and therefore all loyal members should help support the union's political action campaigns.

4. Federal aid to education is essential, a shorter work week is possible soon, and unions must be permitted to organize politically.

5. The publicity about unions at the present time makes it necessary that additional efforts be made to reinforce ethical procedures in the labor movement.

To quote from one of the manuals used in connection with this last clause:

> "It places an obligation on every member to take part in union elections, not to do anything to undermine the integrity of elections, to work for trial procedures which are considerate of human rights of union members, to be doubly scrupulous in the handling of union funds and to engage in political action in a way that strengthens and enhances democratic choices rather than promotes anything that smacks of boss rule."

Implementing this point is mention of the UAW Watchdog Committee which was created by the last Constitutional Convention. It provides an independent Supreme Court of Appeals for any UAW member who believes he has a grievance in the union. Certainly its concept encourages members to "stand up for their rights", so to speak. Past experience indicates many UAW members already have little reticence about this point.

6. There is a "very powerful case for substantial wage increases" in 1958.

Each of the six points makes up a separate program

in itself. The first part is a film, followed by study of a special issue of the UAW Ammunition magazine, formerly issued by the union. Next comes a buzz-session discussion, a summary by the study leader, and the filling out of quizzes by the participants to show their impressions and conclusions.

Brendan Sexton and other education department staff members have told me of their great delight at the enthusiastic response they have received so far to the "Heart" program. They hope to get beyond the union officers and shop stewards and reach the assembly-line ranks.

By next summer they plan to reach a total of 150,000 members, more than 10 percent of the average membership, in a third of the union's nearly 1,500 locals. They want to develop 5,000 new discussion leaders and already nearly 1,000 union members have volunteered to lead classes for the first time.

There also will be some 18 summer schools, with some 4,000 students; 500 week-end institutes, with about 50,000 participating, and some 500 additional classes conducted in cooperation with university systems to reach some 5,000 persons.

This program is costing the members nearly a million dollars a year, more than half of which is spent by the international. In terms of cost, size, impact, number

of staff (38 full time "educational representatives") and classes held, number and type of communications media used, political successes, and numbers of members reached, "the members of the UAW have done very well indeed, better than has ever been done before by wage-earners anywhere", to quote from the union's 1957 convention education committee report.

The UAW is an important and major force in the trade union movement. Its education program merits the focus of much more study than we have been able to give it here.

An organization as influential as the UAW has a tremendous responsibility to encourage new thought throughout the trade union movement.

Walter Reuther suggested this in a speech he made at the final CIO Convention in 1955, when he said:

> "If the new labor movement is just a big and more powerful pressure group it will fail, because the problems that need solution will not be solved by creating a more powerful competing pressure group in America. We will solve these problems only if we demonstrate the vision, the social and moral responsibility essential to deal with the underlying causes of the problems and to find answers to them."

These three case studies of methods used to promote membership participation in the life of the union are symbolic of the many sincere efforts being made to

increase union democracy. Such efforts are necessary and important but union democracy is based on more than adequate participation.

The difficulties of finding cure-all methods of stimulating democracy are apparent when we note some of the suggested remedies. Even the apparent effectiveness of the two-party system in the International Typographical Union does not appear to lend itself to application to unions in larger industries with different structures, traditions and operations--such as the mass production industries. Likewise the suggestion that the number of years a union officer could hold office should be limited doesn't have validity in the union framework. The competency and the integrity of the man should be the chief criteria. A close study of a number of unions with democratic traditions and reputations shows they tend to keep their leaders only so long as they are doing a competent and effective job. The democratic International Chemical Workers Union now has its third president in office in the last six years, for example.

The argument that unions are too large and should be cut down to size or decentrailized further has no validity and little to do with union democracy. A study of labor history will show that unions tend to follow the organization patterns set by industry--this was as true

when companies operated in small single plant units as during the present multi-plant corporation pattern. Obviously you can have the basis for "collective bargaining" only when the parties are of near equal strength and responsibility.

Ernest Bevin, when once asked, "What makes a labor leader?" replied: "The man who sits across the table from him." This suggests the point that in far too many instances industry spokesmen have not accepted unions as permanent institutions and are constantly doing battle with them--whether it be on the level of organizational grievance arbitration, negotiating or strike-lockout activities. (For an extreme example of this look at the record of the southern textile industry). The psychological environment created by such situations requires union leadership to move quickly and effectively--and definitely doesn't encourage a growing use of democratic procedures.

Proposals for restrictive and punitive legislation against unions would also be detrimental to the furthering of this democratic procedure. The proposal to eliminate industry-wide bargaining (which again is determined in great part by the nature and organizational pattern of the industry) would tend to weaken if not destroy the unions involved. On the other hand legislative proposals to provide for full disclosure of union finances and of pension and welfare funds run by both

unions and management is needed and will be helpful. Legislation going much beyond this point would not help and might well hinder the furtherance of union democracy.

Unions tend to reflect the nature of the society and culture in which they function. In practice our culture doesn't really condemn the materialistic notion that "it's okey to make a fast buck." Hence, if you will forgive the over-simplification, we get some of the union and management corruption. In contradistinction, in Great Britain where I spent my Senior Fulbright year studying their trade unions I saw no evidence of union corruption or racketeering--and this is in keeping with the climate of integrity of the British society and culture. We also find in our society the tendency to sidestep around democratic procedures and to take shortcuts when we're in a hurry to get things done or can rationalize that an emergency exists. In other words, we put into practice the totalitarian philosophy that "the end justifies the means." This also reflects itself in a number of union activities, especially if undemocratic methods can be rationalized by pointing to real or imaginary dangers.

Perhaps the most important and basic requirement for union democracy is that the leadership sincerely believe in the democratic method and want to encourage membership to "take hold of democracy." In turn the member-

ship must have the functioning desire to be democratic and act responsibly. There are encouraging signs that a growing number of the union leadership recognize this need, for the major burden of achieving more widespread and greatly needed union democracy rests upon the trade unions themselves.

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"Union Leaders of Their Own Choosing"—A REVIEW

By A. J. Hayes, Chairman, AFL-CIO Ethical Practices Committee

UNIONS AND UNION LEADERS OF THEIR OWN CHOOSING by Clark Kerr. The Fund for the Republic, 60 East 42nd St., New York 17, N. Y. 24 pages. One to ten copies free.

This pamphlet, by one of the country's best known and highly situated labor economists, is one of the first of a series of pamphlets that will be issued by the Fund for the Republic, in its "study of the basic issues underlying a free society."

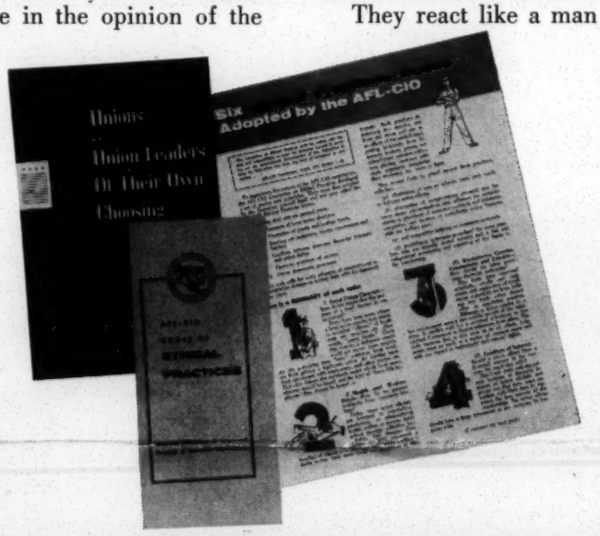
The Fund for the Republic has already made a name for itself—a somewhat bad name in the opinion of the followers of the late Senator McCarthy—in its inquiries into the effect of modern civil government on individual freedoms. The present study is an extension of that inquiry into the influence on individual freedoms of other forms of organization, including labor unions and corporations.

Mr. Kerr's pamphlet is not the first, nor yet the last, of a series of documents now emanating from the intellectual group in America on the subject of organized labor and its role in a free society. But when the final count is in it will probably remain one of the least useful, primarily because of the author's personal viewpoints.

Mr. Kerr is Chancellor of the University of California, and President-elect of that institution. Like many of his fellow liberal intellectuals, Mr. Kerr emerged from college in the early 1930's when labor, given legal status under the National Industrial Recovery Act and later the Wagner Act, was smashing the bonds of industrial might which had held it in bounds of a sort for more than a century, and welcoming into its ranks hundreds of thousands of workers seeking a weapon to protect themselves from the insecurity, injustice and lack of freedom of the open shop.

Labor welcomed the assistance of this addition to a handful of older liberals. And Labor is grateful to them for their emotional alliance to its cause, and the intellectual skill which they brought to it. Some few of that group are still numbered among labor's allies today. Others, like Clark Kerr, became disenchanted with organized labor when the skirmishes of the 1930's were past. They look nostalgically at the good old days of mass organization, sit-down strikes and Memorial Day massacres, and conclude that, since such things are past, labor no longer has any cause, and the labor's prime concern now must be one of internal administration and conformity to the pattern of society at large.

They react like a man who first knew America in the dark days of the Great Depression, followed it through economic recovery, and into the show of industrial and armed might which led to victory in World War II. Such a man, by ignoring the domestic and international problems which now confront out Nation, might conclude that the United States had indeed "arrived," that her struggles were behind her, and that now all she had to concern her were the internal workings of the democratic process.



Along with Clark Kerr's pamphlet, "Unions and Union Leaders of Their Own Choosing," local union education committees may want to order from the AFL-CIO pamphlet No. 50, "AFL-CIO Codes of Ethical Practices," and pamphlet No. 68, "Six Ethical Practices Codes"—A Summary. These will be useful in helping local unions to organize an education program on one of the important topics today.

That, in essence, is Mr. Kerr's approach to the modern American labor movement. Here is his appraisal of labor's position:

". . . today . . . unions are well established and secure in most major industries of the nation. Their members number eighteen million. They can close down even the giants of American industry. . . . And union influence extends outside the industrial government of the nation into its political process. Unions affect the selection and the election of candidates. They are intimately woven into much of our economic and political life."

In Mr. Kerr's mind, obviously, there is no such consideration as the 27 million unorganized workers in the country, or the "right-to-work" movement, or the con-

(Continued on page 7)

Leadership Practices and Member Participation in Local Unions

Robert L. Kahn & Arnold S. Tannenbaum

Social psychologists have shown a consistent and increasing interest in the area of leadership and human relations skills. [The Human Relations Program of the Survey Research Center, among others, has conducted a number of research projects in this area, the results of which have been summarized by Katz and Kahn, Likert and Seashore, and others.*] One of the general conclusions which can be drawn from this research on the problem is that supervisory practices are of crucial importance in determining the productivity and satisfaction of industrial workers. While the leadership patterns which generate high productivity and satisfaction are not identical, the behavior of the immediate supervisor or primary group leader is a key determinant of both.

In studies of industrial organizations, we have looked on individual productivity as reflecting the amount of effort which an individual is motivated to expend in his organizational role. In the union local we predicted relationships between a union member's participation and his perception of the steward's skills in four aspects or functional areas of leadership.

The first of these refers to the steward's skills in communications. Many of the men depend heavily on the steward for information regarding the program and activities of the union. These messages may play an important part in interesting and motivating the member in local affairs. Communications from the steward may also facilitate member participation in ways quite distinct from questions of motivation. For example, knowledge of meeting times and issues to be discussed, election procedures, and the like may be given or denied the member according to the steward's diligence and skill in discharging the communications function.

The second aspect of the member-steward relationship which we measured deals with the practice of joint decision making. We assumed that such behavior on the part of the steward would in fact increase the member's control over union affairs, make the experience of membership more rewarding psychologically, and for these reasons motivate him to greater participation.

The third of the leadership functions which we attempted to measure is less specific, and relates to the steward's ability to provide a resource and support for the men in his shop. The question was whether the men feel they can get help from the steward when they need it. "Help" may mean a kind of technical resource, getting information about company rules and regulations, procedures to be followed with respect to making application for a better job or protesting some foreman action. "Help" may also refer to a more direct kind of support, the member's feeling that he has a friend of some standing and influence in the work situation.

The last measure of steward leadership included in this study hits more directly at the interpersonal relationship between member and steward. In asking the member whether the steward really takes an interest in him, we were trying to get some measure of the effect which characterizes this interpersonal relationship. Other research has demonstrated a connection between "employee-centered" supervision and productivity, and has indicated also that trust and liking may be a condition for the effective use of supervisory skills. For these reasons we predicted a relationship between the member's perception of steward interest and the member's actual participation in the union. *(Continued on page 5)*

* Daniel Katz and Robert Kahn, "Some Recent Findings in Human Relations Research." In Swanson, *et al.* (Eds.) *Readings in Social Psychology* (Revised). New York: Henry Holt, 1952. Pp. 650-665.

Rensis Likert and Stanley Seashore, "Employee Attitudes and Output." In *Monthly Lab. Rev.*, Vol. 77, No. 6, June, 1954. Pp. 641-648.

Do Your Members Participate?

Many studies have been made of foremen and supervisors which show that the way in which they work with the men and women under their direction has a great deal to do with the productivity and job satisfaction of these workers. Two researchers at the University of Michigan, Robert L. Kahn and Arnold S. Tannenbaum, have now made a study of stewards along a similar line. They wanted to see whether stewards' relationship with the workers they represent had an effect on members' activity in the union as a whole.

They have discovered, as many thoughtful unionists already knew, that the shop STEWARD IS A KEY TO BUILDING A STRONG UNION AND GETTING MEMBERS TO PARTICIPATE IN THE LOCAL'S PROGRAM.

The above article is an edited chapter from a forthcoming book that will be published this spring by Row-Peterson. "Participation in Union Locals" is the tentative title of the book. It will cover other aspects of participation in the four local unions besides the area covered in this article.

* * *

Because it is somewhat academic in its interpretation of the problem, you will find an article on the opposite page by Frank Marquart, who has had long experience in training stewards. He analizes the findings of the researchers in a local union situation. As his article indicates, good stewards do make a difference!

These articles are part of a series on problems of stewards' training which are appearing in "Education News and Views."

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Good Stewards Make a Difference!

By Frank Marquart, Education Director, UAW Local 212

"Should a steward keep the workers in his department informed about what is going on in the Union?"

This question was raised by the discussion leader in charge of a UAW Grievance Procedure training session attended by twenty-five stewards and committeemen.

A lively discussion followed on ways to increase members' interest in their union. Joe Brown, chief steward in the press department of an auto body plant said some stewards don't even let their workers know when Union meetings are scheduled.

"We gripe because Union members don't attend meetings, but how many of us take the trouble to let them know when meetings are to be held?" he asked.

A steward from the trim department carried the argument a step further. He said it is not enough to have notices of coming meetings posted on bulletin boards; some workers don't bother to watch what goes up on the bulletin boards. "And it's not enough just to tell workers that a meeting will be held on such and such a day. It's also important to tell them what business will be taken up at the meeting."

He said that what happens often is that many workers don't learn what's on the program for a meeting until the day after it is held. If a decision is made that they don't like, they howl and criticize the Union. "But if the steward keeps them posted about meetings and they don't attend, then they have themselves to blame," he said.

Asked by the discussion leader whether more workers would attend meetings and take an active part if stewards kept them posted about Union affairs, every steward and committeeman in the class replied definitely that they would.

The stewards expanded on this at length. Some said that most workers in the shop depend on the steward for information about the Union. At the shop level the steward is the Union's "communication center" with the workers. The degree to which he communicates information about Union meetings, programs, political campaigns, etc., will determine in no small way the degree to which his fellow workers take an active part in these Union events, the degree to which they participate in the shaping of Union policies.

Union Members Can Help Make Decisions

But communication is not a one-way street. If a steward keeps his fellow workers informed about Union affairs, they may in turn offer ideas and suggestions about problems that the steward handles.

However, here, too, the steward must take the initiative. He can do this by calling a departmental meeting to discuss problems with his shop members and get their help in decision making.

"When I have tough grievances to settle, I often call a departmental meeting right after work. I explain the problem and ask the workers how they think it should be approached. Maybe we don't always find the right answers but every guy at the meeting knows he has the right to put in his two cents worth. He knows his ideas will be taken seriously. And after a decision has been made, he knows that he helped to make it," a steward from the cushion department said.

Then he explained that workers who attend departmental meetings get practice in speaking before groups; they form the habit of pooling ideas with others; they acquire self-confidence and then when they attend regular Union meetings they are not afraid to assert themselves. Through practical experience they begin to think of their Union in terms of working together for common objectives. They identify themselves with the Union. This, after all, is the real difference between the active and the inactive Union member: The active member is committed to his Union, he feels that he is part of the Union. The inactive member, on the other hand, does not feel this sense of commitment; he seems to think that his obligation to the Union ends when his dues are paid. He has not formed the *habit* of Union participation.

Departmental meetings are like schools where workers acquire their first habits of participation, where they first become involved in the process of decision-making, and where they begin to identify themselves with the Union in an active way.

Thus, in addition to informing the workers in his department about Union meetings and issues, the steward should also encourage the workers to help him make decisions about Union problems in the department.

The steward who rarely asks his fellow workers to help him decide what should be done about grievances and problems in the department overlooks an opportunity to raise the level of member participation in his Union.

The Steward Helps with Personal Problems, too

Another way in which the steward awakens workers' interest in the Union is by helping them when they need help. In Union literature we are told that an able steward combines the functions of "contract policeman and

shop lawyer." He must also serve as a resource person, giving aid and counsel to workers in his department who are in trouble, who are personally faced with in-plant or out-plant problems.

"What kinds of in-plant and out-plant problems do workers sometimes have?" the discussion leader asked, as he walked to the blackboard to list them. Typical of the different kinds of problems brought out by the class were these:

(1) Family trouble. A case was cited where a worker with such trouble was upset emotionally to such a degree that he could no longer perform his job with regular, normal efficiency. Although warned several times by the foreman about turning out defective jobs, the worker could not seem to "snap out of it."

(2) Shift change. In line with the seniority contract provision a young worker, during a period of layoff, was transferred from the day to the afternoon shift. He was anxious to continue working the day shift long enough to complete his semester of evening college classes, since he was working for credits.

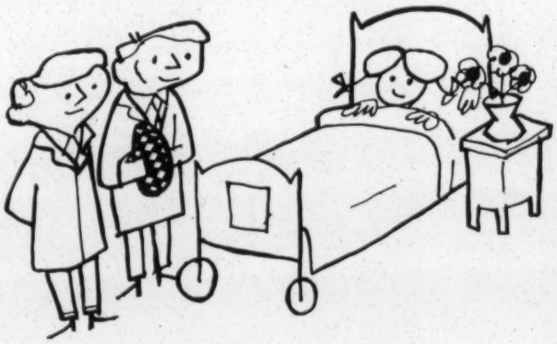
(3) A worker returned to his job after a six-week layoff. He had no hospital and sickness insurance and his child needed a major operation. He was broke, and making an initial payment on a hospital bill was out of the question. He told the steward he was desperate and asked if somehow, someway, he might get help from a community agency.

(4) A metal finisher was approaching age 60. He had been a metal finisher for 25 years and was always able to "work in his stride." But now, with each passing week, he found that he "couldn't take it anymore." He seemed always to be tired, rundown, susceptible to colds. Clearly the job was getting to be too much for him. Yet under the contract, seniority did not permit anyone to "pick his job."

Each of these problems was discussed in turn and each suggested other out-plant problems that some of the stewards had had to cope with in the past. They pointed out that in reality there is no such thing as "out-plant" problems, since the worker "brings his troubles with him on the job."

The class unanimously agreed that in such cases the steward should try to work out some adjustment, enlisting the cooperation of supervision and fellow workers if possible. And in the case of workers who need help from some community agency, the steward can always call his Local Union Officers or even his International Union headquarters for advice.

"Give a worker help when he needs it and you make a better union man out of him," the cushion room steward said. By a "better union man" he simply meant a more active unionist.



Workers Are Helped on Job

There are minor and major ways in which a steward can help the workers whom he represents. One of the most important ways is to take an interest in how the worker gets along on his job. After all, a man spends the best part of his life working.

In the course of an eight-hour day things can happen to make life on the job more unpleasant and irksome. A snarling remark by a foreman, an unjust penalty meted out by supervision, a sudden transfer to a harder job, an arbitrary speedup imposed by management, a layoff in violation of seniority, a promised merit raise that hasn't come through, a grievance turned in two weeks ago and somehow lost in the shuffle—these are some of the problems that can vex workers.

And it is in trying to get such problems settled that the steward should take an interest in the worker and his job. Even when the worker has only a *fancied* grievance, even when his complaint can't be contractually processed, the steward should still take an interest in the matter. He should explain the case to help the worker see for himself that *in terms of the contract* he is not aggrieved.

When it comes to legitimate grievances, the steward should do his level best to get a satisfactory settlement at the department level. If the worker thinks that the steward has not tried hard enough to win the grievance, if the worker suspects that the steward is "passing the buck," is taking the "easy way out" by referring the case to the next stage of procedure, then the worker will harbor resentment not only against the steward but against the Union itself.

Workers don't expect the impossible from their steward. They know he can't have a 100 percent batting average; they know there are times when management gets tougher than usual and refuses to settle grievances on their merits. But if the steward, by his day-to-day actions, convinces the workers that he is doing the best he can to win their grievances and to straighten out their difficulties on the job, then he will command their loyalty and respect.

And workers who feel loyal to their steward are likely to attend meetings when he asks them to, especially if he attends too.

Thus, there are four ways by which the steward can increase Union participation by workers in his department: (1) by keeping workers informed about what is taking place in the Union; (2) by inviting workers to help him make decisions on vital Union matters; (3) by helping workers on in-plant and out-plant personal problems (4) by taking an active interest in the workers on their job problems or grievances.

Member Participation

(Continued from page 2)

The data presented below are taken from a study of membership participation in four local unions. The unions chosen for study are of the industrial type, are within the size-range of 350-850 members, and are located in Michigan. They were chosen to differ in their level of membership participation as measured by attendance at meetings, member activities at these meetings (such as making and seconding motions, asking questions, etc.), involvement in committee work, and voting in union elections. The locals are assigned fictitious names, and are, in descending oder of membership participation: National, Sergeant, Ensign, Walker.

The locals were also found to differ in the degree to which the members consider themselves as exercising contol over the affairs of their local. Membership participation and membership influence in the local were found to correspond closely, with the order of locals on degree of membership control being: National, Ensign, Sergeant, Walker. It is within the context of these organizational characteristics that we shall present and discuss some of the differences in steward practices among the four locals.

Data were obtained by means of paper and pencil questionnaires given to about 150 members of each local.

The Extent to Which the Stewards Keep the Members Informed About What Is Going On in the Union

Table 1 presents data for the membership of each local, based on responses to the question: "How well does your steward keep you informed about what is going on in the union?"

Table 1

Reported Communications Practices of Stewards

Local	Rank Order in Member Participation	Rank Order in Member Control	Doesn't keep us well informed	Tries, but doesn't do too well	Usually keeps us well informed	Keeps us very well informed	Total percent
National	1	1	10%	12	46	32	100
Sergeant	2	3	17%	23	43	17	100
Ensign	3	2	12%	15	48	25	100
Walker	4	4	29%	23	37	11	100

The hypothesis that the level of membership participation will vary directly with the extent to which the stewards keep the members informed receives some support. National, which ranks highest in participation, ranks correspondingly high in communications skills at the steward level. Walker, on the other hand, ranks lowest in both these respects. A correlation also appears to exist between membership control and the extent of steward communication. No group, whether leadership or membership, can maintain effective control without having at its disposal appropriate information about the matters under consideration. The mere fact of knowing will not give the members control over the affairs of their union; however, they certainly will not be able to institute control unless they do have knowledge.

The Extent to Which the Steward Asks the Members' Help in Deciding What Should Be Done About Union Matters

Communication is seldom a one-way process. If stewards inform members about union affairs, the members may respond by offering their reactions or ideas. If the steward makes some systematic attempt to solicit such action, a process of joint decision making may be under way. To illuminate the effects of this steward behavior on participation, each respondent was asked, "Does your steward ever ask the men to help him in deciding what should be done about union matters?" Table 2 presents data based on responses to this item.

Table 2

Reported Practices of Stewards in Involving Members in Decision Making

Local	Rank Order in Member Participation	Rank Order in Member Control	He never or hardly ever asks us	He sometimes asks us	He often asks us	He always asks us	Total percent
National	1	1	12%	26	34	28	100
Sergeant	2	3	17%	26	38	19	100
Ensign	3	2	29%	26	29	16	100
Walker	4	4	31%	28	22	19	100

In the two active unions, and especially in National, the majority of stewards "often or always" involve the men in the decision-making process.

The Extent to Which the Steward Helps the Member in Need

A third important leadership function is that of resource person, a person to whom a member of the group can turn for assistance. Each respondent was asked, "How much help do you feel you get from your steward when you really need it?" Table 3 presents data based on responses to this question.

These data suggest that effective support on the part of the steward is an important aspect of the active union's

Table 3

Reported Assistance from Stewards

Local	Rank Order in Member Participation	Rank Order in Member Control	Hardly ever or seldom get help when I need it	Sometimes get help	Usually get help	Always get help when I need it	Total percent
National	1	1	2%	7	29	62	100
Sergeant	2	3	2%	8	45	45	100
Ensign	3	2	3%	6	44	47	100
Walker	4	4	12%	17	43	28	100

mode of operation, and probably a key factor in its success.

The Amount of Interest Steward Takes in Members' Getting Along on the Job

One of the characteristics of successful leadership which has been demonstrated repeatedly in the industrial environment is a concern for, or interest in, the group member. Each respondent was asked, "How much interest does your steward take in your getting along on the job?" Table 4 presents the responses to this question.

Table 4

Reported Interest of Stewards in Members on the Job

Local	Rank Order in Member Participation	Rank Order in Member Control	Takes no interest in me on job	Takes a little interest in me on job	Takes quite a lot of interest in me on job	Takes a great deal of interest in me on job	Total percent
National	1	1	5%	12	32	51	100
Sergeant	2	3	6%	25	41	28	100
Ensign	3	2	10%	20	36	34	100
Walker	4	4	12%	32	28	28	100

Participation on the local level appears to vary with the interest which the stewards are reported to take in their men. These differences between locals support the inference that such an orientation on the part of stewards is one means by which a union leadership develops membership participation.

Summary and Conclusions

This article has been concerned with certain leadership skills and functions, and with their relationship to member participation and control. Interpretation of these findings deserves explicit mention, since alternative interpretations are not wholly implausible. Are the better communications practices of stewards in active locals properly regarded as a cause of this activity, or is it not that the members of such locals (active for other reasons) demand and get adequate communications from their steward?

Some light can be shed on this problem, however, Our interpretation receives corroboration, first of all, from the clustering of activity around certain stewards within each of the four locals. Analysis of variance indicates a highly significant conformance of activity level along departmental lines in each plant. That this is attributable in part to differences among the stewards who serve these departments seems reasonable. Those locals in which the four steward practices described are most prevalent are most active, and, within each local, stewards who offer such leadership have the more active shops. Since the locals themselves were selected for rough comparability in age, community, recent labor-management history, ethnic characteristics, and other essentials, and since the assignment of workers to departments in each plant certainly is accomplished without any attempt to create clusters of active union members, the conclusion is reinforced that the

"Member participation in a union does not just grow; it must be cultivated. It must be desired by the membership and fostered by the leaders. The results of the present study suggest that high membership control appears to exist where leaders such as the stewards are aware and responsive to the members' needs and problems."

level of union activity is determined in large part by the situation as the worker experiences it. It is hard to doubt that the steward has a major share in defining this situation.

Through his role as grievance processor, decision maker, and communicator, the steward appears to be an important instrumentality for the promotion or the weakening of union democracy. He may or may not help keep the men informed, involve them in certain decisions, work for the achievement of their goals, and offer them a supportive relationship. Insofar as he performs these functions effectively, our data argue that he is stimulating member participation and contributing to membership control in local affairs.

The differences among the four locals illustrating the relationship between the human relations skills on the part of stewards and membership control and participation are summarized in Table 5.

Table 5

Rank Order of Locals on Membership Control, Participation and the Practice of Human Relations Skills on the Part of Stewards

Rank Order

Local	Membership control	Participation	Steward informs members	Steward helps men	Steward takes interest	Steward asks men to help decide	Summary human relations skills
National	1	1	1	1	1	1	1
Ensign	2	3	2	2	2	3	2
Sergeant	3	2	3	3	3	2	3
Walker	4	4	4	4	4	4	4

Member participation in a union does not just grow; it must be cultivated. It must be desired by the membership and fostered by the leaders. The results of the present study suggest that high membership control appears to exist where leaders such as the stewards are aware and responsive to the members' needs and problems. Stewards in locals where membership control is high appear to have taken on added responsibilities and to give serious weight to their "supervisory" role in the union. They are stewards not only in the formal sense of the word, but they take on some of the functions of consultants, communicators, and mentors. They interact with their men over and beyond the formal requirements of their role. They let their men know what is going on and in turn obtain the opinions of their men on union matters. They appear to value their men as individuals. It seems likely that these skills and behaviors are among the causes of member participation.

Union Leaders—

(Continued from page 1)

current campaign to muzzle labor politically. Or if these things do exist, they are of no importance to him.

These factors being true in his mind, he proceeds to fashion a program for internal union democracy and to carve a niche for labor in our society, which bear as little relation to labor's past role in our history and to its potential future contributions to America and the world, as his appraisal of labor has to the actual facts.

"The union," writes Mr. Kerr, "should find its primary function in relating to the worker as worker, not also as consumer and citizen." If this ideological straight-jacket were imposed retroactively, we should find that much of labor's past efforts have been misdirected. According to Mr. Kerr's philosophy, labor was off the track in its early espousal of such social and political institutions as free pubic schools and libraries, homesteads in the west, universal sufferage, and the popular election of the United States Senators.

If one agrees with the narrow role in life which Mr. Kerr would impose upon labor, then he would also agree with Mr. Kerr that labor has no cause. Indeed, he would have to go farther than Mr. Kerr, and say that labor never had a cause.

There is no doubt that this restricted and isolated role for labor is the minimum goal of the leaders of today's anti-union crusade. And to the extent that Mr. Kerr follows their pattern of thought, he is their ally, unwittingly or otherwise.

But all is not bleak. Men are men, however they may be split into component parts by academicians, and the working men and women of America will continue in the future, as they have done in the past, to use their unions as their effective spokesmen in whatever sphere of life—economic, social, cultural, legislative or political—they need representation.

Meanwhile, Mr. Kerr and his well-intentioned but misdirected fellow intellectuals might re-examine their own thinking and discover that the labor movement existed long before the hectic days of the 1930's, that it fought many battles, solved many problems, and won many victories before that time, and that it has much unfinished business, here at home and throughout the world.

Retail Clerks President Condemns Chamber of Commerce Film

James A. Suffridge, president of the Retail Clerks International Association and a member of the AFL-CIO Executive Council, stated recently, after viewing the film, **Crossroads—Main Street and the Minimum Wage,** produced by the Chamber of Commerce, that it appeared to be a deliberately calculated attempt to confuse and misrepresent to the American people and the small businessman, labor's effort to extend coverage of the Wage-Hour Law to retail store employees.

It is a film which skillfully uses the fear technique—fear of inflation, unemployment, business failures, depression, and government oppression.

The Chamber of Commerce is callously using the small businessman by putting him on the "firing line" to camouflage and protect big business interests at the expense of its employees.

New AFL-CIO Pamphlets

The summary of the Six Ethical Practices Codes, which appeared on the back page of the October issue of "Education News and Views," has been reprinted as AFL-CIO Pamphlet No. 68. It is an attractive two-color, 8½ x 11, two-page publication which summarizes the Six Codes and includes a break down of eleven points under Code II. It would be especially useful for distribution at local union meetings, for inclusion in manuals, for confreences and leadership training institutes, and for mailing to leaders in community organizations. It is available free of charge in reasonable quantities.

THE DAILY PROCEEDINGS OF THE AFL-CIO SECOND CONSTITUTIONAL CONVENTION are now available. They are bound in two volumes with a single index. Here is a ready reference for all the recorded action, including the full debate on the expulsion of the Teamsters and the Laundry Workers. (1220 pp. AFL-CIO Publications Dept. Price to be announced.)

* * *

POLICY RESOLUTIONS adopted by the AFL-CIO Second Constitutional Convention. This pamphlet presents all policy resolutions adopted. The table of contents lists them alphabetically, by subject. (Publication 3A, 147 pp. AFL-CIO Publications Dept. Price to be announced.)

* * *

If you are doing union education program work on the present economic situation or the status of legislation you will want to have copies of the AFL-CIO ECONOMIC TRENDS AND OUTLOOK (February 1958, 4 pp. Single copies free). It includes a one page summary called "No Administration Action: The Economic Recession Deepens." A second page describes "Administration Double Talk on Slum Clearance." This page concludes with the statement, "that what the Administration has actually proposed is drastic cutback in slum clearance and urban redevelopment." A third page offers a pointed answer to Mr. Funston, president of the New York Stock Exchange who maintains that the most critical need today is further reductions in taxes for corporations and stockholders.

* * *

The fact that government policy on taxes can hold the key to prosperity or recession is the theme of ACTION NEEDED: FOR A MORE EQUITABLE TAX SYSTEM (February 1958, *Labor's Economic Review*, AFL-CIO Research Dept. 8 pp. Single copies free; 100 copies, $4.50). This pamphlet does not address itself to reducing taxes only for AFL-CIO members. It is concerned with the increasing tax load being pushed upon moderate and low income families. It discusses unfair tax laws which cast aside any measure of ability to pay.

Included are comparisons of taxes which workers pay through withholding, and those which other income earners pay. Under the heading, "Tax Absurdities," are brief descriptions of "loopholes" like the depletion allowances, capital gains, business expenses, split incomes, etc. In conclusion, there is a four-point AFL-CIO Federal Tax Program for 1958.

* * *

The February, 1958, COLLECTIVE BARGAINING REPORT offers a summary of health and welfare benefits compiled by a U. S. Department of Labor study of 300 negotiated plans. (*Collective Bargaining Report*, AFL-CIO Research Dept., 8 pp. Single copies free, 100 copies, $4.50).

TWO NEW FILMS

(Above) Two scenes from the new Hollywood-produced Steelworkers' film, "Burden of Truth." In the lower picture, the Union's technical advisory committee, including Francis Shane, chairman of the Fair Practices Committee, and Emery Bacon, education director, meet with the cast on the set. Pictured above is the actual shooting of one of the scenes.

IBEW Produces Film On History of Union

The International Brotherhood of Electrical Workers will release its new film, **Operation Brotherhood—The IBEW Story,** next month.

In connection with the film, the Union held a contest in which 14 prizes were given for suggested film titles. More than two hundred entries were received. The winner of the contest was Robert C. Patterson, IBEW Local 145, San Francisco, Calif.

The film deals with the history of the IBEW which is told thru a series of flash backs. Through the life story of Oley Munson, the coming of electricity and the organization of the electrical worker is told. The film pays tribute to the work done by its first president, Henry Miller. After tracing the history of the IBEW through the depression, the film closes with a chart on the membership growth of the IBEW and pictures the various types of work done by the many members of the Union.

The main purpose of the film is to give many of the new members of the IBEW a background on the struggle that built their union. Through the life of Oley Munson is told the courageous story of the men and women who built this great union.

(Top picture below) IBEW Secretary Joe Keenan (left) and President Gordon Freeman (right) look over the movie script with the actor who portrays Henry Miller, the first president of the IBEW. (Bottom picture below) Scene from the 1890's when Oley and his bride start on the tough job of making a living in the electrical industry.

Steelworkers' Film on Discrimination Has World Premiere in Philadelphia

More than 500 delegates from community, government, business and labor organizations gathered in Philadelphia on February 3, for the world premiere of the new film, "Burden of Truth," sponsored by the United Steelworkers of America. In releasing the film, President David J. McDonald said that the 68 minute, Hollywood-produced film would be made available to all groups on as wide a basis as possible to help in the fight against discrimination.

The story takes place in a northern city—it could be Levittown, Pa., Detroit or Chicago. A Negro couple and their small baby have just moved into a "white neighborhood." The film tells the story of the Negro couple's lives, how they happened to move in, and closes with an angry mob outside the door and the police protecting the occupants of the house. It is obviously meant as a discussion film. No solution is offered to this pressing problem which is coming to the front in many of our northern and western cities. Even Willie Mays had trouble finding a home in San Fransicso. The Steelworkers Union, however, is trying to find an answer.

Plans for distribution are being worked out. The AFL-CIO Film Division will have the film.

Labor

Johnston Win Was 'Stimulus'

6/16/62

TWUA President Visits In Rock Hill

Charlotte

By FRED SHEHEEN
~~Observer~~ Rock Hill Bureau

ROCK HILL, S. C. — The president of the Textile Workers Union of America said Friday that the defeat of Gov. Ernest F. (Fritz) Hollings should act as a "stimulus to organized labor in this state to get them really working in the field of political action."

William Pollock said Hollings is "representative of the old-time reactionary that's held the Southeast back so long."

The labor union executive predicted a brighter future for South Carolina because of Hollings' defeat for the Democratic nomination for the U.S. Senate by Sen. Olin D. Johnston.

Pollock came to Rock Hill to address members of TWUA Local 1093 and take part in a mortgage-burning ceremony at the local's headquarters, built in 1957. The building houses the union offices of 1,400 workers at the Celriver Plant of Celanese Corp.

Pollock said it was his hope that "reaction is dead in your state and it's really on the march."

He was gratified that Johnston did not deny that he held the support of organized labor during the pre-election campaign.

On Hollings' defeat, Pollock said bluntly: "If we had anything to do with it, we're very happy."

The outcome of the election, said the TWUA president, is "obvious evidence, in my opinion, that the workers in this state do not want the right-to-work law." The law, which forbids union membership or non-membership as a condition of employment, was championed by Hollings during the campaign.

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The outcome of the election, said the TWUA president, is "obvious evidence, in my opinion, that the workers in this state do not want the right-to-work law." The law, which forbids union membership or non-membership as a condition of employment, was championed by Hollings during the campaign.

Pollock said that whether the law will be repealed or not is a "different matter . . . a lot of work must be done in that direction."

Questioned about a charge made by Hollings that organized labor had shipped in workers to fight his candidacy, Pollock said:

"I would certainly have no knowledge of the international or national union sending in any people to get involved in this campaign." He said state campaigns normally are left up to local union men to handle and that no outside staff people are sent in.

"I personally had no participation in the election," said the TWUA president. "I only know that organized labor supported the renomination of Sen. Johnston."

Pollock said the union's support of Johnston will continue in November, when the senator faces a Republican challenge from W. D. Workman Jr. "Between a Barry Goldwater Republican and Olin Johnston," Pollock said, "That's not a difficult choice to make."

Pollock said that one of the biggest jobs of organized labor is to "get people out to vote and see that Johnston's majority is much greater in November than it was in the primary."

In remarks prepared for delivery at the bond - burning ceremony, Pollock said that a Hollings victory would have "turned the clock back politically and economically" as far as the interests of wage-earners in South Carolina are concerned.

"Of course, labor worked to defeat him because Hollings, in turn, works overtime to defeat the interests of South Carolina's wage-earners," Pollock said.

"The kind of industry Gov. Hollings is attracting is the type that shops around for bargain - basement wages and taxes. In effect, it is old industry which has worn out its welcome elsewhere and seeks new havens, safe from decent wages, working conditions and fringes, and complete with built - in protection against the right of workers to organize," Pollock said.

South Carolina, and the South as a whole, needs industry which recognizes its obligation to maintain a modern, American standard of living, Pollock said.

"Too many Southern states have been misled into believing that 'right-to-work' laws are a benefit to the community. In effect, they are a sugar - coated bribe to low-wage employers. In the final analysis, they serve only to harm the interests of the people."

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TEXTILE LABOR

OFFICIAL PUBLICATION OF THE TEXTILE WORKERS UNION OF AMERICA AFL-CIO CLC

November 1967 Vol. XXVIII, No. 11

John Chupka Calls It a Day

(See Page 24)

C
EMORY F VIA-LABOR CONS
NEW SOUTH
5 FORSYTH ST N W
ATLANTA GA 30303

TEXTILES: EMPLOYMENT AND ADVANCEMENT FOR MINORITIES

COURTNEY SICELOFF
CHAIRMAN OF THE BOARD

MISS JEAN FAIRFAX, CHAIRMAN
FIELD COORDINATION COMMITTEE

TEAM

AN INTERAGENCY PROJECT TO PROMOTE EQUAL EMPLOYMENT IN THE TEXTILE INDUSTRY

MORDECAI C. JOHNSON
PROJECT DIRECTOR

P. O. Box 1015
22-A East Coffee Street
Greenville, South Carolina 29602
(803) 239-9877

May 23, 1968

Rev. E. L. Cain
151 Singleton Avenue
Greenwood, S. C.

Dear Rev. Cain:

I was gratified to learn from you and Rev. Norman a few days ago that you now plan to start some movement in Greenwood County and that I would be receiving your report shortly. While I have not received the report as yet, I look forward to receiving it in a day or so. As I indicated to you in connection with the Frogmore workshop and thereafter, it is only on the basis of reports that we will provide compensation.

I also suggested that in pulling together an action committee for fair employment, you should seriously consider asking Don Robinson to serve as chairman or at least to be significantly involved. In addition, I am enclosing the names and addresses of the women with whom I met some months ago, at Don's invitation, after they and about 200 others were laid off from Nantex Riviera in December of last year. I would imagine that at least a sizeable group of them would be willing to serve on your committee and that in addition a sizeable group of them are still unemployed, underemployed or want better jobs. These women could put you in touch with others in the same shape job-wise as they are.

Subsequent to my meeting with these ladies, I sent each of them a notice that Monsanto was hiring and asked them to apply and inform me of the results. With one or two exceptions, I have not heard from them. I hope you will follow through.

Enclosed is a full page advertisement from the Greenwood Index Journal, 5/17/68, page 14, which indicates that there are still jobs there. Note that the pictures are all-white. Note also that this is a Government Contractor as is indicated by the phrase "An Equal Opportunity Employer." Note also, per my interview sheet with them that they are probably hiring about 50 people per month, the hours are staggered and the pay is pretty good. They use the Wonderlic test or its equivalent. Lucion Waller, our Aide in Abbeville can give you some other details.

5/23
Cain

Enclosed also is a clipping from the Index Journal for 5/18/68, Page 9, indicating that John B. Harris, Jr. of Greenwood Mills is now President of the South Carolina Textile Manufacturers Association and providing some information about Harris - - Director and Executive Vice President of Greenwood Mills, Director of its New York Selling House, Director of State Bank and Trust of Greenwood and Director of Georgia and Florida Railway Company of Augusta Star Theatres, Star Enterprise and Star Amusement, all of Greenville, Past President of the (white) Greenwood YMCA and (white) Chamber of Commerce and Past Stewards Chairman of Main Street Methodist Church (white). He is active in golfing circles (white) - - Augusta National Golf Club, Greenwood Country Club, Green Valley Country Club in Greenville and the Sea Pines Club at Hilton Head Island. Note also that his boss, John C. Self is a Director of the State Association. See also my interview with Greenwood Mills.

What all this means to me is that the opportunities are present for some real movement with respect to at least to Monsanto and Greenwood Mills. And we should be capitalizing on it. Both of these companies are big and quite vulnerable to pressure if that's what's needed. The possibilities are unlimited. As you know, TEAM will back you whatever you decide to do if it's action and result oriented.

Enclosed is a communication which I received from Mrs. Geneva Speach, Apt. #1, Crawford St., Greenwood, S. C., indicating that the State Employment Service has disqualified her for benefits from 4/22 - 5/27/68 plus an additional $130.00 penalty on the ground that she refused offered employment. I hope you will follow through on this by talking with Mrs. Speach, the local office of the Employment Security Commission, Attorney John Lake, Eastwill Sportswear and anyone else necessary in order to assist Mrs. Speach in every way possible. You should, of course, return her materials to her.

I am sending a copy of this letter to Don Robinson as a door-opener, to Lucian Waller for such assistance and information as he can provide, especially regarding Monsanto, and to Mrs. Speach as notice that you will contact her.

It goes without saying that TEAM will provide you any assistance that we can, including letters to those you name and such other action you consider necessary.

Sincerely yours,

Mordecai C. Johnson

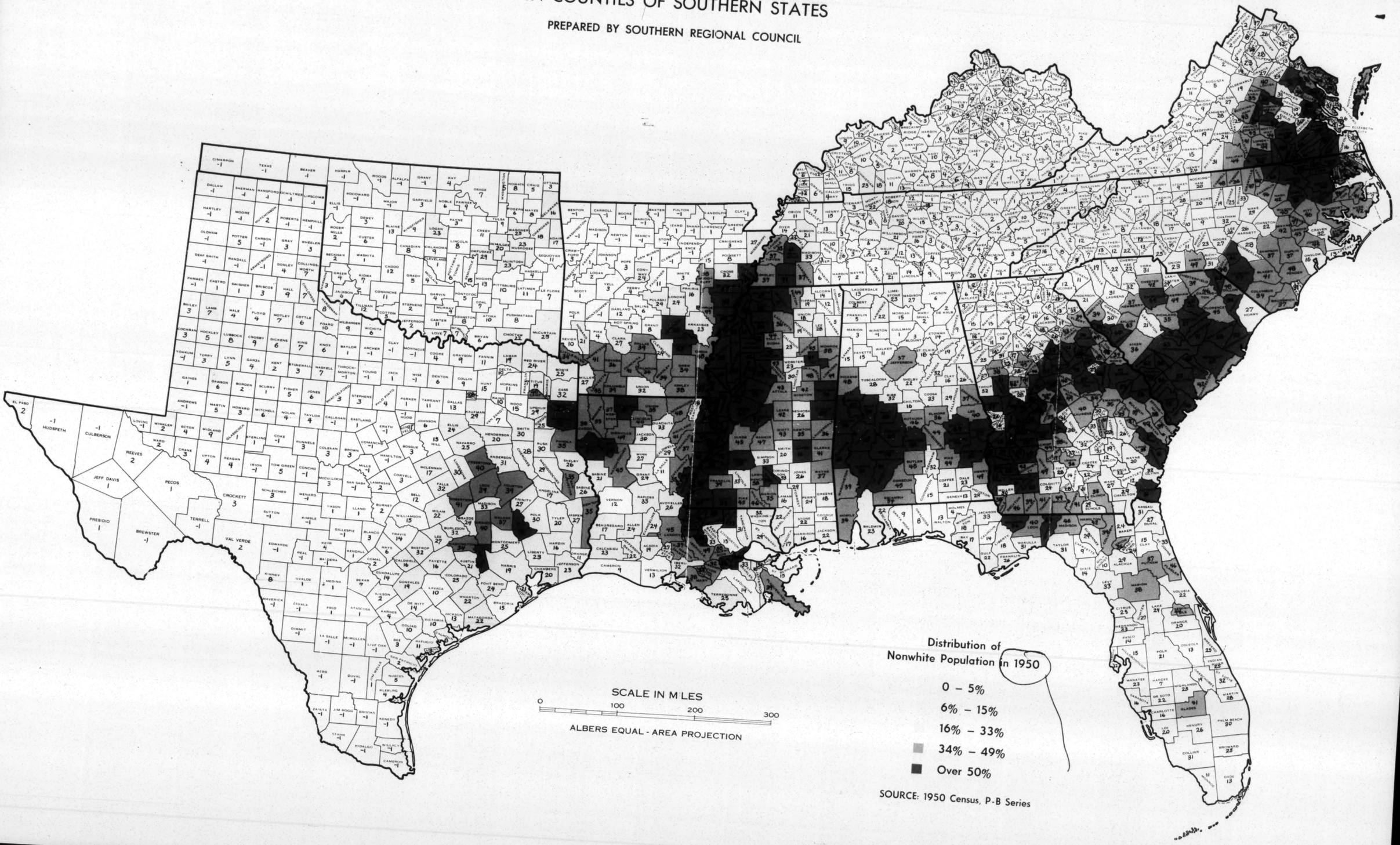
6 incls: (Speach) 1. Ident card, ltr 5/2/68 SCES - 3. Attach to ltr. SCES
4. Ltr to MCJ (undated)
(Johnson) 5. List - G'wood meeting - - 6. Clipping dtd. 5/17/68

cc: Mr. Waller - Mr. Robinson - Mrs. Speach - Rev. Norman

MCJ/vt

PERCENTAGE OF NON-WHITE POPULATION IN COUNTIES OF SOUTHERN STATES

PREPARED BY SOUTHERN REGIONAL COUNCIL



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THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

EEOC

HEADQUARTERS

1800 G Street, N.W.
Washington, D. C. 20506

FIELD OFFICES

Atlanta, Georgia 30309
1776 Peachtree Street, N.W.

Albuquerque, New Mexico 87101
500 Gold Avenue, S.W.

Austin, Texas

Chicago, Illinois 60604
219 South Dearborn

Cleveland, Ohio 44114
1365 Ontario Street

Kansas City, Missouri 64131
911 Walnut Street

Los Angeles, California 90012
300 N. Los Angeles

New Orleans, Louisiana 70130
423 Canal Street

New York, New York 10013
346 Broadway

San Francisco, California 94111
630 Sansome

☆GPO : 1966 O - 233-888

FACTS ABOUT TITLE VII

OF THE CIVIL RIGHTS ACT OF 1964

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

EEOC

The first official Federal action against discrimination in private employment was taken in 1941, when President Franklin D. Roosevelt issued the first order requiring that nondiscrimination clauses be inserted in government contracts.

Every subsequent President has adopted the same policy.

In 1945 New York adopted the first State fair employment practices law. By 1966, 56 cities, 35 states and the District of Columbia, Puerto Rico and the Virgin Islands had such laws.

On July 2, 1964, Congress passed the Civil Rights Act of 1964. Title VII of the Act, "Equal Employment Opportunity," prohibits discrimination in hiring, upgrading and all other conditions of employment. It became effective on July 2, 1965.

Title VII established the Equal Employment Opportunity Commission composed of five members appointed by the President and approved by the Senate. The Commission's responsibility is to assure that all Americans will be considered for hiring and promotion on the basis of their ability and qualifications, without regard to race, color, religion, sex or national origin.

COVERAGE

Under Title VII the Commission is concerned with discrimination by four major groups—employers, public and private employment agencies, labor organizations and joint labor-management apprenticeship programs.

Title VII applies to employers of 75 or more persons, labor unions with 75 or more members or which operate hiring halls, and employment agencies dealing with employers of 75 or more persons. On July 2, 1967, it will apply to those with 50 or more, and on July 2, 1968, to those with 25 or more.

TITLE VII MAKES IT UNLAWFUL:

For any *employer* to discriminate in:

hiring or firing;

wages, terms, conditions or privileges of employment;

classifying, assigning or promoting employees or extending or assigning use of facilities;

training, retraining or apprenticeships

For any *employer* or *employment agency* to:

print, publish, circulate or cause the printing, publishing, circulation of advertisements or any other statement or announcement relating to employment expressing any specifications, limitations or preferences based on race, color, religion, sex, or national origin;

discriminate in receiving applications or classifying or referring for employment

For any *labor organization* to:

exclude or expel from membership; discriminate against any individual; limit, segregate or classify membership, refer to or fail to refer for employment on the basis of race, color, religion, sex or national origin;

cause or attempt to cause an employer to discriminate

For any *employer, employment agency* or *labor organization* to:

discriminate against any person because he has opposed any unlawful employment practices or because he has made charges, testified or participated in any action under Title VII.

Title VII Exemptions

Among those NOT covered, are local, state and federal agencies, government-owned corporations, Indian tribes and educational institutions where the employee performs work connected with the institution's educational activities.

HOW COMMISSION WORKS

The Commission has two basic responsibilities. First, it investigates complaints of discrimination, and if it finds they are justified, seeks a full remedy by the process of conciliation. Second, it promotes programs of voluntary compliance by employers, unions and community organizations to put the idea of equal employment opportunity into actual operation.

HOW TO FILE A COMPLAINT

If a person believes that he or she is a victim of discrimination by an employer, labor organization, employment agency or joint labor-management program for apprenticeship or training, that person may file a complaint with the Commission.

Instructions and complaint forms are available at the Equal Employment Opportunity Commission, 1800 G Street, N.W., Washington, D. C., 20506, at local or state Fair Employment Practice agencies, or at the regional Equal Employment Opportunity Commission offices.

The following directions are taken from the official charge form:

...IT IS IMPORTANT TO FILE YOUR CHARGE AS SOON AS POSSIBLE AFTER THE DISCRIMINATION TOOK PLACE. To be sure your rights are protected, you should file no later than 90 days after the incident complained of. If you file later than that, the Commission may not be able to assist you.

...When the Commission receives the charge, a representative will review the facts and contact you either by mail or in person.

...If your charge is one which can be handled by the Commission, an investigator will gather all the facts in the situation from you and from the parties you have charged with discrimination.

...A COPY OF YOUR CHARGE WILL BE GIVEN TO THE PARTIES YOU HAVE CHARGED WITH DISCRIMINATION. THIS IS REQUIRED BY LAW.

...If the Commission does not find that the facts support your charge, you will be notified that the charge has been dismissed. The parties you have charged with discrimination will also be notified.

...If the Commission finds reasonable cause to believe that you have been discriminated against, it will attempt to conciliate and reach an agreement satisfactory to you and the company (or union, employment agency or apprenticeship committee).

...If it fails to reach such an agreement within a specified period of time, you have the right to take your complaint to court.

...If you live in a state which has a fair employment practice law, the Commission may be required to turn your case over to the state or local agency. You will be notified if this is done and you will be informed of your right to file the charge with our Commission at a later date, if you wish to do so.

OTHER AVENUES

Individual Commissioners may initiate complaints if they receive information which indicates that the law has been violated. In certain cases, where the Commission feels that a pattern or practice of discrimination exists rather than a single instance, the Justice Department will be advised and the Attorney General may then undertake action in the U. S. District Court.

STATE AGENCIES

Title VII provides that the Equal Employment Opportunity Commission defer investigation of a case arising in a state with an enforceable fair employment practice law for a period of not less than 60 days and, in the case of a newly-established state Fair Employment Practice organization, for a period of not more than 120 days. The Commission has determined that it will defer to the following states:

Alaska	Kansas	New Mexico
California	Kentucky	New York
Colorado	Maryland	Ohio
Connecticut	Massachusetts	Oregon
Delaware	Michigan	Pennsylvania
District of Columbia	Minnesota	Puerto Rico
	Missouri	Rhode Island
Hawaii	Nebraska	Utah
Illinois	Nevada	Washington
Indiana	New Hampshire	Wisconsin
Iowa	New Jersey	Wyoming

On cases involving sex discrimination, the Commission defers to the following:

District of Columbia	Massachusetts	New York
	Missouri	Utah
Hawaii	Nebraska	Wisconsin
Maryland		Wyoming

The Commission does not defer to: Idaho, Maine, Montana and Vermont. These states provide criminal sanctions for discrimination but do not establish or authorize a state agency to administer the statute.

The Commission does not defer to: Arizona (first offense only), Oklahoma, Tennessee and West Virginia. These outlaw discrimination or declare it contrary to state policy, but provide for voluntary compliance only.

RELATED FEDERAL AGENCIES

Other federal agencies have authority to assure equal employment opportunity.

- National Labor Relations Board can prohibit certain discriminatory practices by labor unions.
- Office of Federal Contract Compliance, Department of Labor, administers the President's Executive Order which prohibits employment discrimination by all government contractors and subcontractors working on contracts and federally assisted construction which exceed $10,000 or contracts or purchase orders for standard commercial supplies which exceed $100,000.
- Federally Assisted Programs—Title VI of the Civil Rights Act forbids discrimination in employment in federally assisted programs or activities.
- U. S. Civil Service Commission is required to supervise and provide leadership and guidance in the conduct of equal employment programs for federal employees and applicants for employment within the executive departments and agencies.

AFFIRMATIVE ACTION

Title VII contemplates and encourages voluntary compliance by employers, unions and employment agencies through affirmative action programs.

Such programs are designed to help business, union and community leadership achieve the goals of equal employment opportunity through aggressive recruiting, job training and job upgrading.

The Commission offers guidance in the development of these programs through its technical assistance specialists.

Guidance is provided in open recruiting, in creating a climate for integrated work forces, in obtaining federal funds for training projects and in intergroup employee relations.

REQUIREMENTS OF THE LAW

REPORTS

Employers covered by Title VII must make an annual report concerning the racial, ethnic and sex composition of its work force and the types of jobs held. This report is Standard Form 100, Equal Employment Opportunity Employer Information Report EEO-1.

POSTER

Employers are required to post in a conspicuous place a notice setting forth summaries of the law and information about the filing of complaints.

BEST COPY AVAILABLE

Department of Justice

FOR IMMEDIATE RELEASE
FRIDAY, FEBRUARY 4, 1966

The Department of Justice filed a two-pronged suit today against the Building and Construction Trades Council of St. Louis, AFL-CIO, and five of its member locals.

Attorney General Nicholas deB. Katzenbach said that the suit, brought in United States District Court at St. Louis, was the first to enforce the non-discrimination clause which appears in all federal contracts. He said it was also the first under Title VII, the Equal Employment Opportunity Title, of the 1964 Civil Rights Act.

The first claim asked the court to enjoin any action by all the defendants to frustrate the non-discrimination clause in a federal contract with the Hoel-Steffen corporation for construction of visitors' facilities at the Gateway Arch in St. Louis.

The clause is the so-called Affirmative Action Covenant which is included in federal contracts under Presidential order.

The second claim asked for an end to alleged racial discrimination by the Trades Council and four of the locals, through preliminary and permanent injunctions forbidding them from discriminating against any member or prospective member.

The Council's locals, which were working on the Gateway Arch project, walked off last month after members of a racially integrated plumbers' union not connected with the AFL-CIO were assigned to the project under an agreement with Hoel-Steffen.

The Department of Justice charged that the walkout, which shut down the project, was staged "to prevent and discourage the employment on construction projects in the St. Louis area of plumbers "who are members of non-discriminating unions".

Mr. Katzenbach said the Department's complaint asserted that the defendants knew that Hoel-Steffen entered into a subcontract with a plumbing firm which used the non-Council workers "in order to meet the employment non-discrimination requirement in its contract" with the National Park Service.

The Park Service is responsible for the Arch and the visitors' center, being built as an historical monument to the United States' western expansion.

Locals against which the Department of Justice seeks anti-discrimination injunctions are Pipefitters Local 562, Sheet Metal Workers Local 36, International Brotherhood of Electrical Workers Local 1 and Journeymen Plumbers' Local 35. The Department said their membership includes more than 5,000 workers, only three of whom are Negroes.

The Department said that the locals have failed and refused to recruit and accept Negroes on the same basis as whites and have failed to accord their Negro members the same advantages as white members.

"Through the operation of their respective hiring halls, these unions control virtually all employment opportunities for these trades in the St. Louis area," it said. Negroes who desire work in the trades, it added, "have been compelled to seek such employment other than through the hiring halls of the unions."

Title VII of the 1964 Civil Rights Act authorizes the Attorney General to seek court relief when he "has reasonable cause to believe that any person or group of persons is engaged in a pattern or practice of resistance to the full enjoyment of any of the rights secured" by the act.

The additional defendant in the second claim of the suit, concerning the Arch project, is Laborers Local 42, which joined the Pipefitters, Sheet Metal Workers and Electrical Workers in the walkout.

step
SOLUTIONS TO EMPLOYMENT PROBLEMS

NATIONAL ASSOCIATION OF MANUFACTURERS

Text to

February 23, 1966

Miss Joan C. Browning
Administrative Secretary
Labor Program
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Miss Browning:

Enclosed with our thanks are STEP case studies showing how companies and communities have dealt with their problems of employment, plus a brochure which describes STEP and a Manual - The Dropout Problem. Your interest is appreciated.

As you are perhaps more familiar with programs designed to solve employment problems in your area than we are, we would appreciate your referring them to us by name (if possible) for further follow-up.

Please let us hear from you in the near future and if we can be of any other service to you in this general area, feel free to call on us.

Cordially,

Roy F. Delapenha

Roy F. Delapenha

RFD:jc
Enclosures

Emory,

I have marked some parts of this that you might find of interest. Osburn mainly summarizes this.

Carl

Technological Trends in Major American Industries
U. S. Dept. of Labor, Bureau of Labor Statistics
Bulletin No. 1474 Feb., 1966

The Textile Mill Products Industry (SIC 22)

Summary of Outlook Through 1970

Interest in plant modernization is stronger in this industry than at any time in the last 50 years. Capital expenditures for plant and equipment are expected to continue to rise. The push for technological improvements is being stimulated by intensified efforts to meet foreign and interfiber competition, an improved financial position, and the emergence of larger companies run by managers with more professional training.

Major laborsaving technological developments being introduced include faster, larger capacity machines, mechanized materials handling, and continuous processing. Although output is expected to increase over the next few years, employment will probably continue to decline, but at a more moderate rate than in the past 10 years. The emphasis of job requirements is shifting from machine tending and duties calling for manual dexterity to machine watching and patroling.

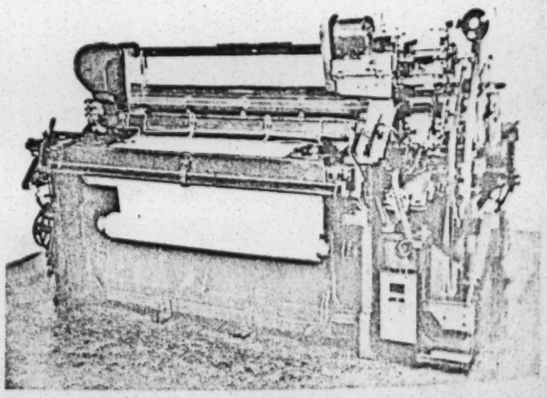
Outlook for Technology and Markets

Output will continue to rise at a moderate rate. Output, according to the Federal Reserve Board, rose 3.5 percent annually from 1957 to 1964, considerably above the 1.3 percent rate from 1947 to 1957. Production, measured in terms of fiber poundage consumed in textile mills, reached a new high of 7.8 billion pounds in 1964, increasing at an annual rate of 3.2 percent from 1957 to 1964, whereas from 1947 to 1957 mill fiber consumption had decreased slightly. The growth rate was considerably higher from 1960 to 1964—4.6 percent annually. The strongest growth areas of fiber consumption have been knit goods, tufted carpets, seamless hosiery, and manmade broadwovens.

Textile output over the next 5 to 10 years probably will rise at or above the 1957–64 rate of growth because of increasing disposable income and population growth, with a greater proportion of teenagers and members of new family formation age groups, the major textile consumers. In addition, textile output in the near future may be affected by the degree to which defense procurement increases. On the other hand, expansion of imports may dampen the growth rate.

Industry probably will continue to operate at high rates despite an increase in productive capacity. The rate of operation (according to McGraw-Hill surveys) rose from 80 percent in 1957 to 96 percent in 1964—the preferred rate in the industry. At the same time, productive capacity has also increased. More intensive machine utilization over a 3-shift day and higher productivity per machine have more than compensated for retirement of marginal mills and obsolete equipment. In 1964, for example, only slightly less cotton cloth (1.3 percent, square yards) was produced than in 1954, but with 18 percent fewer active spindles and 19 percent fewer active looms.

Synthetic fibers will continue to increase their share of the market. Continuing growth in production of manmade fibers and fabrics results in deeper market penetration, with lower unit labor requirements than natural fibers. For example, manmade filament yarn does not require conventional preparatory mill operations through spinning. Manmade fibers (cellulosics and noncellulosics) made up 41 percent of all mill fiber consumed in 1964 (based on poun



High speed loom is equipped with automated filling-handling system that eliminates several steps in textile manufacture

PAGINATION INCORRECT

data), compared to 29 percent in 1957. Two-thirds of the increase was in noncellulosics (including nylon, polyester, acrylic, spandex and olefin) which more than doubled their share of all fiber consumption from 8 percent in 1957 to 18 percent in 1964.

The outlook is for a continued increase in noncellulosic consumption, with estimates of growth ranging from 5–10 percent annually from 1964 to 1975. As a percentage of total consumption, noncellulosics will increase sharply by 1975. On the other hand, expanded research on cotton, wool, and cellulosic fiber is strengthening their competitive position. Legislation reducing cotton prices to world market levels has also given cotton a new boost relative to synthetics, lessening the pressure to switch to synthetics.

By 1970–75, total manmades will probably make up more than 50 percent (in pounds) of all fiber consumed in textile mills compared with 41 percent in 1964. Actually, manmades' share of the total fiber market is even greater when measured in terms of the end product rather than in fiber poundage consumed in the mill because the number of square yards of cloth produced from a pound of manmade fiber is greater than the amount produced from a pound of cotton or wool fiber.

Faster machine speeds with larger packages are a major factor in reducing unit labor requirements. New carding machines operate at more than 4 times the speed of 10 years ago, drawing machines at 6 times the speed. Spindle speeds were 10,000 r.p.m. in 1950, are 13,500 today, and 20,000 r.p.m. are now possible. Winding speeds are at least double that of 10 to 15 years ago. Conventional loom speeds increased 25–50 percent in the past 15 years and shuttleless looms may soon double the speed of weaving. Machine output of hosiery and other knitting equipment, due to multiple feeds, also is rising very significantly. Carpets are now produced mainly by high-speed tufting machinery, rather than by the slower weaving process.

Faster machines are accompanied by larger packages (laps, bobbins, and cans of stock), resulting in lower unit labor requirements. Labor savings can also be achieved as relatively fewer machines replace the older models. In one modernized cotton mill, for example, 206 carding machines recently replaced 600 earlier models, and they deliver stock to an 85-pound can compared with the previous 24-pound can.

Improved conveyor systems and pneumatic chutes may improve process flow and reduce materials-handling operations. More widespread adoption of mechanical transfer of goods between the many discrete textile processes is significant, since materials handling comprises 5 to 15 percent of production costs. Improved powered conveyors, hoists, monorails, tramrails, and forklift trucks are being utilized increasingly at all steps, from raw material to finished product. Mechanized handling is particularly important in improving process flow in the older multistory mill, and in handling heavy machine packages, which are twice as heavy as earlier packages. For example, automatic conveyor systems now utilized in the newest mills pick up the 80 to 90 pound lap and deliver it to a lap storage indexer, from which it automatically moves to the carding machines, as needed. Pneumatic stock conveyance, a more advanced method which moves stock by air, also greatly increases productivity but is costly and still limited in use.

Built-in maintenance reduces maintenance requirements. Central lubrication and sealed antifriction bearings are examples of built-in maintenance which results in less downtime, lower unit costs, and improved quality. It is claimed that roller bearings on new drawing frames require oiling only once every 3 years during overhaul compared with once a week on older models. Some of the newest spinning frames have gearing enclosed in oil baths, eliminating almost all lubrication and maintenance.

New model looms can be built with central lubrication covering 75 percent of the necessary points to be oiled. In one of the mills built most recently, all production machines are equipped with an automatic lubrication system in which oil enters through lines in the floor and is pumped to lubrication points on each machine once every minute. Only a few mills are utilizing central lubrication so far, but the outlook is

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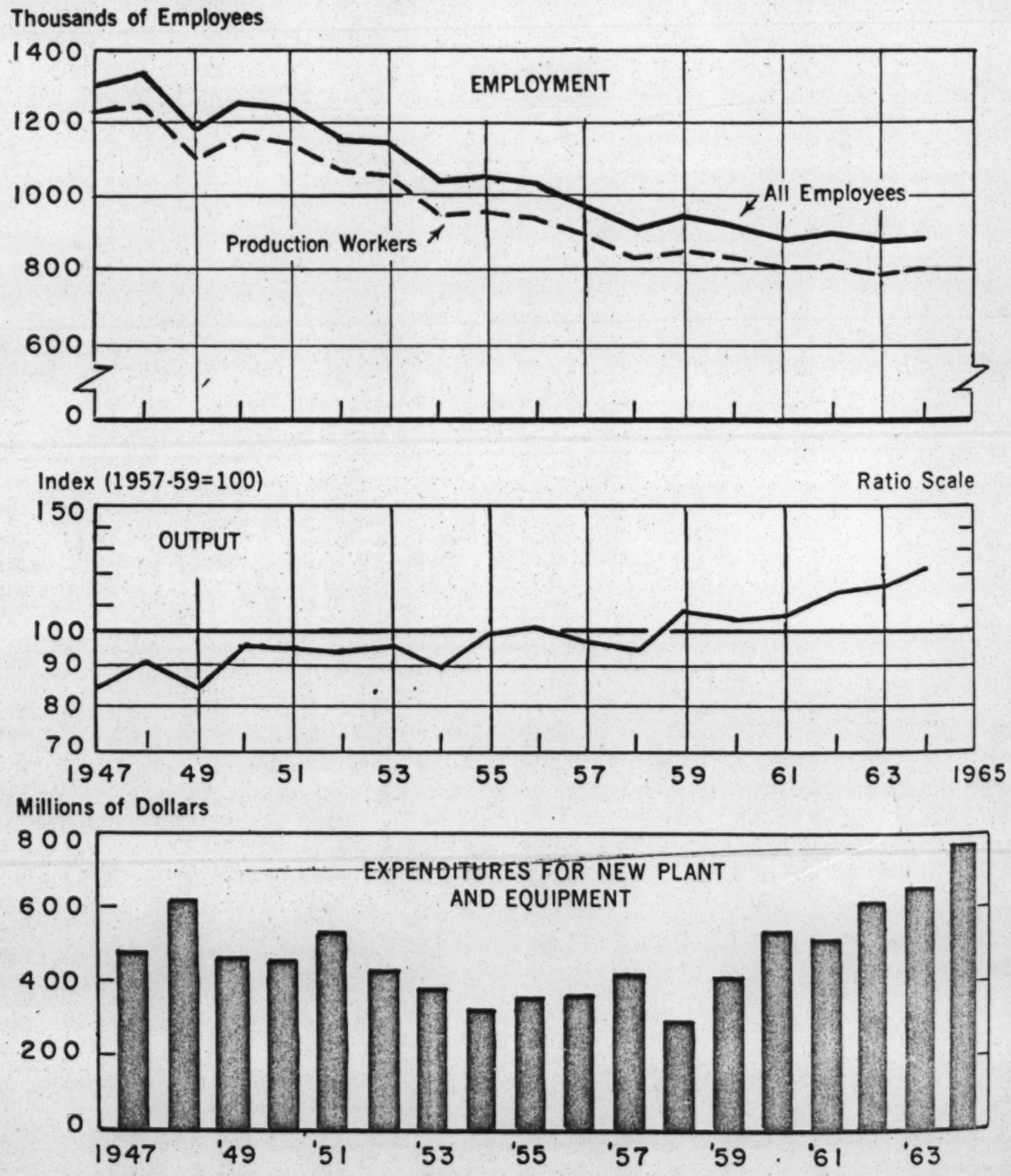
EMPLOYMENT, OUTPUT, AND CAPITAL EXPENDITURES IN TEXTILE MILL PRODUCTS



Sources: Employment, Bureau of Labor Statistics; output, Federal Reserve Board; expenditures, Securities and Exchange Commission.

for gradually increased adoption of this technique of saving maintenance labor.

Automated devices for cleaning and for atmospheric control are gaining industry acceptance. Cleaning may constitute as much as 20 percent of total labor costs in yarn mills. High speed machinery intensifies the cleaning problem. Cards, for example, which produce 40 pounds an hour create considerably more lint and fly than cards producing 20 pounds an hour. One solution increasingly being adopted is the installation of suction devices on the machine at points of discharge. In addition, a traveling monorail cleaner, which automatically blows residue off machine frames, vacuums the floor, and pneumatically carries the waste to the waste room, is increasing mill efficiency.

A potentially useful process, still limited to a few of the newest plants, is the system of total air cleaning. This system forces the air down from overhead ducts, carrying the lint laden air with it, to ducts under the floor. The air is filtered of waste and returned to the overhead ducts. Plant efficiency is increased, but the system is said to be too costly for the average mill.

Electronic instrumentation still is limited, but growing in importance. Stop motion devices, and continuous automatic inspection, recording and controlling instruments which replace visual scanning or other slower methods of inspection, reduce downtime and permit more efficient quality control. An electronic device, for example, used in the winding operation, photoelectrically detects defects in the yarn and automatically stops the winder for their removal.

Some of the newer electronic devices activate machine changes when a defect is detected. For example, yarn thickness is controlled by a photoelectric cell on a drawing machine which detects the difference in light passing through the yarn and signals an electromagnetic clutch which adjusts the machine accordingly.

Mechanical and electronic counters and central monitoring systems are being utilized increasingly for cost and quality control. An electronic monitoring system, for example, which records the performance of every loom on a central console, visually and in printed reports, is now economically feasible, but will be limited to the newest mills.

Computers are used by large companies for data processing and are being extended to control finishing processes. According to a 1965 McGraw-Hill survey of large companies, 56 percent of textile companies responding reported computer installations. Major uses included accounting, inventory control, and production planning.

The first computer control system for use with a production process was installed in 1964 in a finishing plant. Uses in finishing involve continuous analysis of processing data for control of continuous bleaching and dyeing operations, and dye color matching to determine the cheapest combination of dyestuffs to match colors. Until quite recently, color matching was achieved largely by trial and error.

New textile products (less than 10 years old) in 1973 may be 35 percent of total sales. In 1963, according to McGraw-Hill estimates, they constituted 22 percent. Fiber and product innovations such as easy-care finishes, stretch yarns, laminated and coated fabrics, and nonwoven fabrics may open new markets or displace more conventional fabrics.

Some nonwovens (needlepunch and bonded) bypass spinning, weaving, and knitting processes and have much lower labor requirements than woven fabrics. A very recent development is the successful use of the needlepunch process for blanket manufacture, which may result in its application to other products. Bonded nonwovens (fiber fused by heat or chemicals), used for clothing interlinings, disposable medical items, and vinyl coated products, are also broadening their markets, but are not expected to exceed 5 percent of textile production by 1970.

Progress is being made toward the goal of continuous automatic manufacture, but this system may be limited to specialized plants. Consolidation of two or more processes is a long-term development which has reduced significantly the number of operations. One of the most important developments is an automatic winding attachment to the loom which eliminates quilling

as a separate process, greatly reducing labor requirements. Perhaps as many as 10 to 15 percent of all looms now have this attachment, primarily for use with coarser yarn, and the proportion will increase.

A more advanced system of continuous manufacture, in use in Japan, is being introduced for the first time into one or two mills in the United States, now under construction. This system integrates bale opening through carding (eliminating picking) into one continuous system and links together roving, spinning, and winding operations, utilizing automatic bobbin doffing machinery. Automatic doffing (removal of full bobbins), one of the most time consuming operations in a conventional mill, is now commercially feasible in the United States. Claims of expected increases in output per man-hour in this type of mill range from 70 percent to 100 percent above the conventional mills. Flexibility, however, is reduced and therefore this system probably will be best suited to mills with highly specialized production. By 1970, such automated continuous spinning mills still will be rather limited.

Plant and equipment expenditures reach new highs. It is estimated that, in 1965, textile mills invested over $1 billion, almost two and one-half times the amount invested in 1957. In the last 5 years, investment increased following 12 years (1949–61) of fairly low investment. Expectations are that, in the next 5 years, annual investments will exceed current high levels.

The proportion of current expenditures for new plants and plant expansion is much greater than in the past. The capitalization ratio of one of the newest mills (built in 1964) approximated $50,000 per employee, compared with $6,000 to $10,000 for older mills. In 1958, 70 percent of expenditures went into modernization, 30 percent into expansion; in 1965 investment ratios were expected to be 55 and 45 percent respectively.

R&D expenditures will continue to increase over the next few years. According to a McGraw-Hill forecast, R&D outlays by textile and apparel firms will reach a peak of $54 million in 1974, compared with $36 million in 1964. Only $15 million was spent in 1957. In recent years, a number of large diversified corporations appeared—as a result of mergers and acquisitions—which have been better able financially to undertake long range research and development projects. As a ratio of sales, however, R&D expenditures by the industry are relatively small. Textile and apparel companies engaging in R&D spent 0.5 percent of their net sales on R&D in 1963. In addition, however, substantial outlays were made by chemical companies for synthetic fiber research, by machine companies for machine development, and by the U.S. Department of Agriculture for natural fiber and fabric research.

Manpower Trends and Adjustments

Employment probably will continue to decline over the next 5 years, but at a moderate rate. Mill shutdowns and layoffs in the early postwar period brought employment down to 981,100 in 1957, from the 1947 near-high of 1.3 million, a rate of decline of 2.7 percent annually. In 1964, employment stood at 891,100, a decline of 1.4 percent annually from 1957. Major factors responsible for this long-term trend included declining exports, expanding imports, and changing technology. The period, 1961–64, was the first relatively stable period since the postwar peak; employment declined only 0.1 percent annually. Expanding textile demand over the next 5 years may offset, to some extent, the effect of reduced unit labor requirements and mill shutdowns, so that the rate of employment decline may be moderate.

The production worker ratio has been decreasing steadily but is still considerably above the ratio for all manufacturing. In 1964, production workers accounted for 89 percent of all

	Average annual percent change
All employees	
1947–57	−2.7
1957–64	1.4
Production workers	
1947–57	−3.1
1957–64	−1.5
Output	
1947–57	1.3
1957–64	3.5

employees, compared to 94 in 1947 and 91 in 1957. As modernization moves ahead, this ratio will probably continue to decline.

Technological changes affect all types of textile occupations. Requirements for operators will continue to be cut back significantly by faster machines, larger packages, etc. These occupations, including the major groups of spinners and weavers, account for about two-thirds of all textile jobs. Installation of new high-speed cards and spindles, in one mill, for example, reduced requirements for card tenders by 25 percent and spinners by 30 percent.

Unskilled labor, only a small proportion of total jobs, will continue to be reduced by improved materials handling and mechanized cleaning and oiling devices. Some newly modernized mills report reductions of 25 percent in unskilled jobs over the past 5 years. In some new mills, not a single person is employed to haul material.

Mechanization of cleaning will reduce tasks previously performed by a machine tender, freeing him for more skilled duties. For example, with the newest system of total air cleaning, a card tender's cleaning duties occupy 10 to 15 percent of his time instead of the 65 percent spent in conventional mills.

Skilled maintenance jobs are also reduced by built-in maintenance features and reduction in number of machines. Only one picker fixer, for example, is required to service 14 new pickers; on older models one was required for 10.

Greater need is expected for technical personnel. The demand for engineers and technicians is increasing. An air-conditioning system in a large mill, for example, may require 7 to 8 technical employees. The larger mills employ instrument mechanics so that immediate qualified servicing can be available. More quality control and waste control engineers will also be required in the future.

New machinery requires operators to spend more time machine watching and patroling. The operator's job is becoming one of machine watching, rather than machine tending. Automatic picker machines, installed in only a few mills today, for example, eliminate the operator's two major functions of weighing and doffing, but he must continue to patrol the lines of machines to detect malfunctioning, etc. The spinner's functions—creeling, piecing-up broken ends, and cleaning—remain unchanged, but they need to be performed less frequently, permitting the worker to oversee more machines. Larger packages, for example, reduce creeling and new efficient high precision machines require less piecing-up of yarn. Similarly, automatic doffing will substantially alter the doffer's job content. Instead of manually doffing full bobbins and replacing them with empty ones, the doffer now will start the automatic machine and oversee the machine's operation. Although operators' duties are shifting from operations requiring manual dexterity to the patroling function, many industry experts believe that the highly complex textile machinery requires a more responsible employee.

Greater emphasis is being placed on formal training. More formal training programs for operating and maintaining equipment are being instituted, replacing traditional methods of learning on the job as an assistant. Textile machinery manufacturers now provide more training programs, particularly for maintenance men and technicians. Loom fixers, for example, may be trained for 3 weeks at the loom factory. With machinery manufacturers' cooperation, mills may maintain training equipment and qualified personnel within their own premises.

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GUIDELINES ON EMPLOYMENT TESTING PROCEDURES

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

August 24, 1966

EEOC

GUIDELINES:

Title VII of the Civil Rights Act of 1964 provides that an employer may give and act upon the results of "any professionally developed ability test provided that such test . . . is not designed, intended or used to discriminate because of race . . ." (Sec. 703 (h)). The language of the statute and its legislative history make it clear that tests may not be used as a device to exclude prospective employees on the basis of race. The Commission accordingly interprets "professionally developed ability test" to mean a test which fairly measures the knowledge or skills required by the particular job or class of jobs which the applicant seeks, or which fairly affords the employer a chance to measure the applicant's ability to perform a particular job or class of jobs. The fact that a test was prepared by an individual or organization claiming expertise in test preparation does not, without more, justify its use within the meaning of Title VII.

Evaluation of test results is but one of several methods available to an employer in screening applicants and selecting new employees. If the facts indicate that an employer has discriminated in the past on the basis of race, sex or other prohibited grounds, the use of tests in such circumstances will be scrutinized carefully by the Commission.

An employer committed to equal employment opportunity will take affirmative action to ensure that all of his personnel policies are valid and consistent with his commitment.

Employers have discovered that they may be inadvertently excluding qualified minority applicants through inappropriate testing procedures. Indeed such testing may discriminate in employment and promotion just as effectively as the once common "white only" or "Anglo only" signs. On the other hand, employers who use tests, but treat them as only one of several factors in the hire or promotion process, have found valuable employees in minority groups who would have been excluded if the tests were the sole and controlling factor.

Employers have appealed to the Commission for guidance in the search for sound testing procedures. The Commission, on its part, has consulted with a panel of outstanding psychologists, all of whom have broad practical experience in the testing field. The guidelines are based on their recommendations.

Following are the general guidelines of the Commission and the report of the psychologists. In developing the guidelines the Commission sought to provide employers with a scientifically sound, industrially-proven, and equitable basis for matching manpower re-

quirements with human aptitudes and abilities. The employer who conscientiously follows these guidelines will have taken a long step to ensure equal opportunity to all applicants and employees regardless of race, color, religion, sex or national origin.

THE COMMISSION ADVOCATES:

I. Use of a **total personnel assessment system** that is non-discriminatory within the spirit of the law and places special emphasis on:

a) **Careful job analysis to define skill requirements.** Job descriptions should be examined and the essential requirements of the job determined before tests are selected. Job requirements often are stated in generalized terms such as "high school graduate," or "potential to advance to higher level." Such requirements may not necessarily be related to performance of a specific job in a given work setting.

b) **Special efforts in recruiting minorities.** The Commission encourages employers to seek out minority group applicants, to objectively assess their potentialities as employees, and to hire "qualifiable" applicants.

c) **Screening and interviewing related to job requirements.** Screening of applicants should be based on the qualifications required for a specific job. Interviewing and testing of minority applicants should be conducted by personnel thoroughly committed to equal employment opportunity policy as well as knowledgeable and skilled in intergroup relations. An inferior education and lack of opportunities for development of skills may cause minority group applicants to appear less confident or less knowledgeable to the uninitiated, but such persons may be fully productive workers in many jobs.

d) **Tests selected on the basis of specific job-related criteria.** The Commission views tests as only one component of the personnel system – no better or worse than the selection system of which they are a part. "It is quite possible to take a test that has been professionally developed in one situation and misuse it in another situation." The characteristics of a test, apart from the situation in which it is used, are not sufficient evidence on which to judge its quality.

The Commission will not recommend any particular test, but adopts the *Standards for Educational and Psychological Tests and Manuals,* prepared by a joint committee of the American Psychological Association, American Educational Research Association, and National Council on Measurement in Education

(published by The American Psychological Association). This publication, endorsed by the panel of psychologists, consulted by the Commission, was prepared by recognized spokesmen for the profession and establishes standards and technical merits of evaluation procedures.

e) **Comparison of test performance versus job performance.** The Commission encourages the use of job-related ability tests. Employers must be aware that when an applicant has not enjoyed equal educational and developmental opportunities, his score on a test may underestimate his job potential. The ultimate standard, however, is not the test score but performance on the job. Since cultural factors can so readily affect performance on so many tests, it is recommended that the test be judged against job performance rather than by what they claim to measure.

f) **Retesting.** Mindful of the special problems of minorities, employers are encouraged to provide an opportunity for retesting to those "failure candidates" who have availed themselves of more training or experience. A recent conciliation agreement signed by the Equal Employment Opportunity Commission and a State Employment Security Commission requests the ESC personnel assigned to local offices "to exercise a more liberal construction" of the agency's manual concerning testing. In particular, if an applicant during the course of an interview claims he has had more education or experience, then that person will be retested. It further provides that the State Bureau of Employment Security be requested to examine the feasibility of issuing less subjective regulations pertaining to retesting, so as to ensure every applicant maximum opportunity to qualify for job openings.

g) **Tests should be validated for minorities.** The sample population (norms) used in validating the tests should include representative members of the minority groups to which the tests will be applied. Only a test which has been validated for minorities can be assumed to be free of inadvertent bias. The Commission encourages employers to check these tests to make sure that hidden discrimination against minorities is not present.

II. **Objective Administration of Tests.** Since tests are assessment tools and their value depends upon the skill of their user, it is essential that tests be administered by personnel who are skilled not only in technical details, but also in establishing proper conditions for test taking. Members of disadvantaged groups tend to be particularly sensitive in test situations and those giving tests should be aware of this and be able to alleviate a certain amount of anxiety.

REPORT BY PANEL OF PSYCHOLOGISTS

The Equal Employment Opportunity Commission has asked us to advise it with respect to several issues concerning the development, introduction and administration of tests of aptitude and/or ability in industrial settings as related to problems of race relations. More particularly, the Commission has inquired concerning the processes by which tests should be developed and administered in an employment setting.

OBJECTIVE PERSONNEL ASSESSMENT SYSTEM

We recommend that the Commission advocate the use of a *total personnel assessment system* toward the attainment of equal employment opportunities for all Americans. The many components of an objective personnel assessment system, i.e., job analysis, development of criterion-related validity, psychological testing, recruitment, screening of applicants, interviewing, and the integration of pertinent personnel data, provide the employer with the basis for matching manpower requirements with human aptitudes and abilities that is most likely to be non-discriminatory within the spirit of the law.

The mutual interdependence of the respective components is definitive relative to the fairness and effectiveness of all aspects of the system. A sound testing program, for example, would be degraded by failure to admit appropriate applicants or by failure to use qualified personnel for the interpretation of test scores and additional relevant data obtained from other components of the assessment system. The final measure of the quality of fairness of a testing program must, therefore, hinge on the functional adequacy of the total personnel assessment system rather than any narrow evaluation of the quality of an individual system component.

PROFESSIONALLY DEVELOPED TESTS

We further recommend that the Commission adopt policies encouraging the development and application of various personnel selection and assessment procedures, and that guidelines, standards, and technical attributes of these evaluation procedures be stated in terms of principles and of sound objective assessment practices. To this end, the Commission may wish to consider the adoption of the published *Standards for Educational and Psychological Tests and Manuals,* issued jointly by the American Psychological Association, the American Educational Research Association, and The National Council on Measurement in Education (1966). It is of utmost importance that the

guidelines and operational policies encourage and facilitate use of objective and equitable personnel assessment systems.

PROFESSIONAL APPLICATION OF TESTS

Section 703(h) of Title VII of the Civil Rights Act of 1964 provides for the use of "professionally developed ability test(s)". It is also important to provide for the professional application of tests. It is quite possible to take a test that has been professionally developed in one situation and misuse it in another situation. Thus, the characteristics of a test, apart from the situation in which it is used, are not sufficient evidence on which to judge its "professional nature".

What then is the heart of this "professional nature"? It involves a process from the determination of behavioral requirements of the job through careful job analysis, the selection and/or development of instruments to measure these critically important abilities, the administration of these instruments to applicants for the job or employees on the job, the identification or development of measures of effective job performance (the criteria), to the comparison of individual employee scores with their criterion performance.

JOB ANALYSIS

Job analysis provides the systematic, precise identification of the skill requirements of the different categories of jobs. It is the matrix within which employee capabilities may be specified. The assessment system in industry is the procedure which matches skill requirements, determined through job analysis, with employee capabilities.

CRITERION-RELATED VALIDITY

While the earlier steps described above for a professional approach to testing are important, the crucial step is the final process of comparing test performance with job performance. Tests should be selected on the basis of validation against the performance requirements of the job, that is, criterion-related validity. In this sense a single test has a different degree of validity for each job-situation for which it may be used. In fact, a test may have varying validities for different aspects of the same job. It may accurately predict certain phases of job performance (e.g. number of accidents), but may fail to predict quality of output. If the scores from a given test, however, correlate (more than chance would indicate) with any important aspect of the job, the test may be said to have validity for that job. In this same sense several tests or a test battery may be required to predict the several required aspects of job performance.

For many jobs, schools or training courses have been established to

prepare the employee to perform the work. Test scores are often related to performance in the school (e.g. grades). It has frequently been found, however, that these course grades are not highly related to measures of job performance. Hence, it is recommended that wherever possible reliable measures of job performance should be used as criteria rather than the measures obtained during training. It should also be recognized that through time, jobs and job conditions frequently change. In these cases it will be necessary to revalidate the test. Maintaining current evidence of validity thus becomes a phase of the professional process.

In such validation the norm population must be relevant. It should be described in terms of those variables known to be relevant to the ability tested. The occupation and experience of workers in the norm population should be described. The decision to use the test should be based on data from a clearly adequate sample.

NORMS

When a person takes a test, many things may influence his score, quite apart from the aptitude or ability being measured. For example, language deficit can affect a score on an arithmetic reasoning test; as can other early learning experiences such as putting odd shaped blocks together. The extent to which any cultural factor operates independently of the trait being measured can affect test reliability and validity for that segment of the population whose culture differs appreciably from the normative groups. For such a person who is so affected, the test may underestimate his true potential and deprive the employer of a capable and willing worker.

Because of the possible adverse effects of culture on test scores, it is important that the population used in establishing norms be clearly described. Since, in practice, it is difficult to develop norms for each of the many homogeneous subdivisions (i.e. minority groups, etc.), the resulting problems of test interpretation demand a thorough appreciation of the factors involved on the part of the interpreter. The test user should, therefore, select instruments, when possible, which minimize cultural differences. Provisions also should be made for retesting when there is evidence that the applicant has availed himself of experience, i.e., formal training, etc., which would further reduce cultural handicaps. Any dynamic view of assessment must take into account not only the current status of the individual but also the rate at which he is progressing in the further development of those traits being measured.

Within this context, and where there is a strong indication that a cultural deficit is seriously affecting test reliability and validity, other methods of assessment such as job performance should be used. It

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would seem desirable, however, that the Commission encourage, that as rapidly as possible, validation studies be conducted with minority groups using measures of cultural background as moderator variables.

TRAINING OF PROFESSIONALS FOR SELECTION, ADMINISTRATION AND INTERPRETATIONS OF TESTS

Recognizing the benefits inherent in objective evaluation when properly developed, selected, administered, and interpreted, it then becomes necessary to consider the appropriate professional level required to perform each of those various functions. The matter of "professional development" of assessment instruments has been treated above, leaving open the questions of administration and interpretation of tests.

It would be impractical to outline a specific course of training which would qualify one to administer, score and interpret tests. Different tests demand different levels of competence for administration, scoring and interpretation. It is, therefore, the responsibility of the professional to recognize the limits of his competence and to perform only those functions which fall within his preparation and competence.

In the final analysis, tests are merely tools, and their value depends upon the skill of their user. Of central importance is the commitment of the employer to institute within his organization a total objective personnel assessment system fairly administered and professionally implemented so as to provide equal employment opportunities for all Americans.

Submitted May 17, 1966

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EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

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Excerpts From Remarks by Watts Hill, Jr.
to
North Carolina Good Neighbor Council
Durham, North Carolina

November 30, 1966

I have asked for the opportunity to talk with you about why we are where we are and where do we go from here.

In a recent talk I made this statement: "We must begin by accepting as fact that the Negro is going to receive an educational opportunity equal to that available to whites. He does not have that opportunity today, he has never had it, and at our present pace, equal educational opportunity is decades away for the vast majority of Negroes."

As one who has followed closely both public school and higher education for years, not only as an interested private citizen but also as a member of the General Assembly, it is clear to me that equal educational opportunity will never come until such time as there also is equal employment opportunity, equal access to housing, and equal appreciation of the dignity of the individual as a human being. While great strides have been made in recent years in virtually all of these areas save housing, it is impossible to correct the effect of inequities lasting more than 100 years in a few years. We have no alternative but to provide special help for current and past generations while, at the same time, trying to correct the causes so that future generations will not suffer. At best, this is a much slower process than we would like. Perhaps new techniques will enable greater speed but today's techniques require much time. Sixteen years to complete college is still the norm. Time can be compressed but it is most difficult for those who are victims of the

all too familiar vicious circle. The majority of Negroes begin school with an unequal social and economic background, attend public schools where they are taught by teachers who, dedicated though they may be, are products of a segregated system. Those who survive this system and go on to college have historically been forced to attend institutions where again they are taught by the products of the unequal system. And thus the vicious circle has continued in the past. Indeed the vicious circle has tightened since World War II in that the economic and educational gap between the white and non-white citizen has widened rather than narrowed in recent years. There are today more good job opportunities for Negroes than there are persons qualified to fill them. But too few Negroes know this fact and even when they do, it is difficult to find the time, the money or the motivation to return to school to gain the necessary qualifications. The result is relatively slow change as much as we might wish it to be otherwise.

When we look at the figures it is true that today in North Carolina we are, in many ways, providing equal funds and equal facilities for Negroes seeking an education. This is, of course, only a recent development. Had this been true for 100 years or more there might not be the same need which exists today to spend proportionately larger sums in an effort to compensate, at least in part, for the failures of our forebears. What we must be prepared to do in the next 10 years is spend what we have failed to spend in over 100 years of unequal expenditures.

Who can say that there would or would not have been equal achievement had the treatment been equal all along? We do not know and never will. But we do know that it is inevitable that achievement will be unequal when there is unequal treatment. After all, a central purpose of the separate and unequal doctrine was to keep the Negro in an inferior position.

There is much more that could be said on this subject and I am sure that it is a topic that will receive considerable discussion here today. But to dwell on the past is to ignore the future challenge. Let us move on to the real question for our day and time. What are we going to do -- where do we go from here?

Let me say that I see both a short-range and a long-range challenge. The deep, underlying, long-range challenge is to provide equal educational opportunity for generations yet to be born. This will only be possible when there is equal opportunity at all levels and we know that this too can realistically not be achieved in a few short years.

On the other hand, we also must have an interim or transition program designed to meet the needs of those who are in school today as well as adults who are victims of the old system. This need for this program will disappear at some time in the future, but only when all opportunity is truly equal.

To put it another way, I am saying that we can not just work on the long-range program but that we must also take care of today's students and adults. To develop a workable dual program will require a better understanding of the need for speedy action by whites than exists today. And, similarly, there must be a realization by Negroes that they are not even making full use of educational opportunities which already exist.

Fortunately, we can report a very hopeful outlook. First, at the national level, the Federal government and foundations are giving enormous support both to long-range and interim needs. The Southern Regional Education Board is hard at work on this problem. I happen to serve as Chairman of a Commission which is setting goals for the states to use as guidance in assisting more than 100 predominantly Negro colleges. This Commission will be working with specific programs to

enable these and all other colleges in meeting needs. The expected outcome is provision of adequate funds and other types of support to equalize opportunity. Another example is found in the work of the Association of Southern Universities which has over $5 million to provide additional educational opportunities for the faculties of predominantly Negro colleges.

There are literally millions of dollars available through various Federal efforts, such as the anti-poverty, work-study, manpower development, emerging institution and other programs.

Now, what does this mean to North Carolina? In the first place, it is clear that the number one goal for all education, not just higher education, must be equal educational opportunity. Whether the full implications of such a goal are completely understood is a question which only time can answer. For example, it means that today's predominantly Negro colleges, both private and public, will be fully integrated, lose their racial identity and become equal partners in the entire system of higher education. This will not be easy. No thinking person will fail to recognize that there is a real dilemma. On the one hand, we must raise admission and academic standards for today's Negro institutions to the same level as that which exists elsewhere. At the same time we know that even if this could be done quickly, the result would be that many now attending college would not be able to get in. So there must be a balance between constantly increasing quality and, at the same time, continuing to provide an opportunity for those who have not received an equal education up through high school to make up their deficiencies.

And let me inject here that this problem is not exclusively Negro. There are thousands of whites in this State who score below thousands of Negroes when national standardized examinations are administered. Today's challenge is not based

on race but on need. For reasons we all understand, the greatest need and the largest number in need are Negroes.

How are we going to both improve quality and still not close the college door to many Negroes? As I said earlier, in the long term by equalizing all opportunity, not just educational opportunity. In the short term, as in the future, much greater use must be made of the industrial education centers, technical institutes and community colleges than is being made today by the Negro community. One of the most widely held false concepts is that one must attend a four-year college to get a respected education. It is tragic that the Negro community has accepted these false values of the white community. How many people realize that thousands of students are transferring from community colleges upon completion of their freshman and sophomore years? They are transferring to all colleges in the State including the University. Likewise, very little use is being made of industrial education centers and technical institutes by the Negro community. They are predominantly white. The reasons for this are most understandable. One cause is the fact that only recently have most job opportunities begun to open to Negroes. It is easy to understand why a Negro asks "Why should I train for a job either as a technician or a college graduate when I've known for years I can't get that job." Today he can, if not in North Carolina, then elsewhere. The truth is that there is a gap in believability between the time that new job opportunities open up and the knowledge of that fact reaches deep into the community. After all there still is not much visible employment of Negroes in these new job opportunities in North Carolina today. But this failure to use the I. E. C. 's, technical institutes and community colleges must change. They are the greatest hope for the educationally deprived as they take a man where he is and carry him as far as his ability and motivation will take him.

How are we going to develop a program for North Carolina that will meet the needs of all the people of this State? We are hard at work right now by involving the people who are affected and the people who have the knowledge.

For example, in recent months we have been meeting with the presidents and other representatives of today's predominantly Negro colleges to learn from them what they consider to be the unmet needs and to obtain their suggestions on how to meet them. Their advice and counsel will be woven into the long-range plan for all higher education in the State. Please note, for it is of crucial importance, that we are not sitting in an ivory tower but are going to those who are on the firing line to learn both what needs to be done and how best to do it.

Do not let me leave you with any false impression that I think all is well, for we both know it is not. What is so encouraging is that we have crossed the major barrier -- obtaining acceptance of the fundamental concept of equal educational opportunity for all. We are a long ways from knowing how to accomplish this objective or being able to place a price tag on it. We know that the cost will be high. And as any knowledgeable educator or layman will tell you, there will have to be special consideration given to the special problems of the Negro community to enable it to overcome the results of years of separate and unequal treatment.

This means spending more money for economically and socially deprived children of all races. And it means more understanding by all citizens of the need for speed coupled with a realization that what it has taken 100 years to destroy cannot be restored overnight.

In the white community, the emphasis must be on more speed and support. In the Negro community, the emphasis must be on more understanding that an education cannot be given overnight.

Department of Justice

FOR IMMEDIATE RELEASE
THURSDAY, DECEMBER 15, 1966

The Department of Justice filed suit today charging a labor union local in New Orleans with racial discrimination.

Acting Attorney General Ramsey Clark said the civil suit was brought upon the request of the Equal Employment Opportunity Commission which had found the existence of discrimination and had been unsuccessful in efforts to conciliate the case. The suit was filed in United States District Court in New Orleans against Local 53 of the International Association of Heat and Frost Insulators and Asbestos Workers.

The suit, brought under the Equal Employment Opportunity section of the 1964 Civil Rights Act, seeks to enjoin the local from discriminating against any member or prospective member on grounds of race, color or national origin.

No Negroes are among the local's 292 members, the suit said. It said the local restricts new memberships to relatives of members or former members, refuses to accept Negroes as members, and refuses to afford Negroes the same privileges given white workers to register for job referrals.

Local 53, the Department stated, controls a major portion of employment opportunities in the insulation and asbestos trade in the southern portion of Louisiana, which includes both New Orleans and Baton Rouge.

The Department asked for a permanent injunction to prevent the local from excluding Negroes or otherwise practicing discrimination on account of race, color and national origin.

A preliminary injunction sought by the Department would also require the local to adopt nondiscriminatory membership and referral policies, to notify persons interested in the insulation and asbestos trade of their right to submit applications for membership and have them considered without regard to race, and to admit no new members until the court had approved these new policies.

The Department asked the Court to hear its request for a preliminary injunction on December 21 at the same time it takes up a motion for a similar injunction in a private suit charging the local with discrimination.

Eng & Vie

OFFICE OF RESEARCH AND REPORTS
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
1800 G Street, N. W.
Washington, D. C. 20506

NOT FOR PUBLICATION
BEFORE
JAN 4 1967

1966 EMPLOYMENT SURVEY IN THE TEXTILE INDUSTRY OF THE CAROLINAS

NOT FOR PUBLICATION
BEFORE
JAN 4 1967

NOT FOR PUBLICATION
BEFORE
JAN 4 1967

Phyllis A. Wallace
Maria P. Beckles

Research Report 1966-11
December 19, 1966

FEP – Company

Textile

Company Experience with Negro Employment

1916–1966

50

YEARS OF SERVICE

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W-S Journal ① 1/12/67

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70TH YEAR—No. 244

Textile Balk Is Surprise, Agency Says

Employment Hearing Today

CHARLOTTE (AP) — The chairman of the Equal Employment Opportunities Commission (EEOC) said Wednesday he was "surprised" and "disappointed" at the textile industry's refusal to participate in hearings on Negro employment by textile firms.

The commission opens a two-day "textile employment forum" today in Charlotte.

At a news conference, chairman Stephen N. Shulman emphasized that the commission would not hear complaints during the hearings.

"Therefore," he said, "it was a matter of particular surprise when the American Textile Manufacturers Institute (ATMI) said it would not participate and spoke of punitive measures."

The ATMI, a trade organization, said Monday it had declined an invitation to submit a statement at the hearings. It criticized the hearings as a "town hall" meeting that "can encourage unfounded and irresponsible accusations."

Speakers Withdraw

A representative of the South Carolina Textile Manufacturers Association has withdrawn his acceptance as a speaker.

Six industry spokesmen originally had agreed to participate. The list has now dwindled to two—Leighton C. Dunlap of the DuPont Corporation industrial relations division, and Gastonia State Sen. Marshall Rauch, president of Pyramid Mills.

The chairman said the textile industry was chosen for the first in a series of public forums covering various industries because:

—The textile industry is a major factor in the Carolinas, employing 45 per cent of all manufacturing workers.

—Opportunities for minority groups are "opening up here".

—The Carolinas have a large Negro population.

Start Somewhere

"People ask, why come here first?" Shulman said. "The answer is, you have to start somewhere, and this seemed an immensely logical beginning."

The commission will not offer specific suggestions about improving opportunities for Negro workers, he indicated.

The agency has received more complaints about discrimination in North Carolina than from any other state, Shulman said.

He attributed this partly to actual discrimination and partly to "increased awareness about the complaint facilities of the agency.

"The regional office for this area was the first operational one," he said.

Purpose of Hearing

In announcing the Charlotte hearing last Dec. 13, Shulman said the purpose would be to "focus attention on employment trends in the textile industry and on the labor market generally in the Carolinas, with a view to increasing employment opportunities for minority persons."

The commission said that in 103 establishments in North Carolina, three-fifths of the 3,043 employes added to the payroll were Negro. Employment increased by 54.8 per cent for Negro men and 312 per cent for Negro women.

In South Carolina textile mills, the commission reported, employment was up 58.6 per cent for 1965—47.6 per cent for men and 311.3 per cent for women.

Few Top People

But the reports said that of 10,211 persons employed as officials or managers of textile mills in North Carolina and South Carolina, 11 were Negroes.

About two weeks before the Jan. 3 commission report, an economics professor, Donald D. Osborne, also reported that Negroes have made substantial gains in textile mill employment.

The textile manufacturers institute, in declining an invitation to submit a statement to the Charlotte hearing, said:

"Such town hall sessions can encourage unfounded and irresponsible accusations which might do serious damage to the harmonious relationships which now exist in the industry.

"There are other and better ways to help textile companies find qualified personnel to alleviate the present labor shortage.

"One such way has already been presented to EEOC (Equal Employment Opportunity Commission) representatives in the form of a suggestion that members of the commission and the industry meet privately to explore the means to facilitate the full utilization of available manpower."

EEOC Charlotte hearing

Mills Told Of 250 Bias Complaints

1-13-67 LABOR - South State

From Wire Reports

CHARLOTTE, N. C. —The chairman of the Equal Employment Opportunity Commission (EEOC) said here Thursday the EEOC has received 250 complaints of racial discrimination in the South Carolina textile industry since July, 1965.

A textile union official told the commission chairman during the EEOC-sponsored public forum that the Southern textile industry "manufactures poverty."

The industry itself, however was inclined to bypass the two-day meeting. Only two of six textile spokesmen origially on the program remained on the agenda as the forum began.

Stephen N. Schulman, chairman of the commission, told the gathering that it was thought that "a public forum on minority employment in the industry would be helpful. With the goal of realizing employment opportunities that would be developing, a broadly based exchange of information seemed to be in order.

Schulman said that the EEOC in its first 18 months of operation, beginning in July 1965, received 13,404 complaints of discrimination in hiring practices, with 869 from North Carolina and 250 from South Carolina.

Schulman said a study of the Carolinas textile industry was prepared for the commission by Dr. Donald Osburn, at the time at North Carolina State University, but now at the University of Missouri. Schulman said the Osburn study showed "a low utilization of Negroes and a concentration in the low-paying jobs."

Schulman said the purpose of the forum was to study the low ratio of Negro employment, particularly in skilled crafts in the Carolinas textile industry, not to hear complaints.

Donald G. Hollowell, Atlanta regional director of the commission, said the Negro employment in the South's textile industry is limited "in terms of significant, affirmative action."

He stressed that efforts at the forum "are in behalf of encouraging and assisting in the kinds of affirmative action that will eliminate the cause of the complaints."

Paul Swaity of Charlotte, a vice president of the AFL-CIO Textile Wrkers Union of America, charged that the Southern textile industry "manufactures poverty."

He charged that employers "must shoulder the prime responsibility." Swaity said, "They do the hiring. They exercise the unilateral right to hire in union as well as in non-union plants. They assign new employes to particular departments. And this frequently determines the opportunities for future upgrading. It is their responsibility to adopt hiring procedures which screen applicants on the basis of objective qualifications for the job, rather than extraneous factors such as race."

Dr. Vivian Henderson, president of Clark College in Atlanta, told the group. "The textile industry in the South has an extremely poor record on Negro employment. The industry has a vicious history of outright exclusion of Negroes from the work force in the various plants. The only manufacturing industry that parallels the textile industry in terms of Negro exclusion from employment in the South is apparel, an allied industry.

"Employment opportunities for Negroes in textiles in the Carolinas and the South has been and continues to be quite limited. All-white plants are the rule rather than the exception in east Tennessee, southwest Virginia, North and South Carolina, Georgia, Alabama and Mississippi and this is the case in places where Negroes make up a significant part of the population."

He said education and training on the part of Negroes are needed to correct the situation, but "more than anything else, it requires practices by employers which lend themselves to providing the greatest access possible for Negroes to find their way into textile employment. In particular much must be done to open doors for rural non-farm Negro workers in textile plants in such areas."

Textile Industry Defends Hiring

By Thomas Pepper
Staff Reporter

CHARLOTTE — Changing its mind, the American Textile Manufacturers Institute asked yesterday to speak at a government-sponsored "forum" on Negro employment in the textile industry of the Carolinas. The institute said it is willing to discuss programs "for the benefit of all Americans, regardless of race."

F. Sadler Love, secretary-treasurer of the ATMI, the textile industry's principal trade association, spoke near the end of two days of public hearings here before the U. S. Equal Employment Opportunity Commission. This is the government body charged with enforcement of Title VII of the 1964 Civil Rights Act, which prohibits racial discrimination in any company with more than 25 employes.

The ATMI had indicated earlier it would boycott the meeting because a public session might encourage "unfounded and irresponsible accusations." The ATMI had said it preferred a private meeting.

Statement Offered

But after a day and a half of public statements, most of them critical of the industry, Love told commission chairman Stephen N. Shulman that he wanted to make a statement, an informed source said.

In planning the "forum," the commission wanted participation from all elements concerned with Negro employment in the textile industry—companies themselves, the trade association, state and local government agencies, civil rights groups, unions and individual Negroes who have sought employment.

The word "forum" was chosen because the commission said it wanted to gather information and not hold a judicial or semi-judicial inquiry.

Employment Increases

In his statement, Love sought to emphasize the high percentage increases in Negro employment in the textile industry since passage of the Civil Rights Act. He quoted figures from the commission's own studies, and called these increases "encouraging." Earlier, commission economists said the percentage increases are high because the industry began with a low number of Negroes employed.

Love also said the education and manpower training systems should educate and train Negroes for textile work. The systems are run and paid for by the government. Implicitly, he was answering those who had called on the textile industry to let more Negroes participate in on-the-job training.

These previous witnesses, called for improved educational programs and acknowledged the Negroes' own need for self-improvement, but they stressed industry's responsibility and said it is willing to train whites on-the-job.

Love emphasized the intense competition facing the textile industry, at home and abroad. The industry trains thousands of people each year, he said, but "it does not have the facilities to train the hundreds of thousands of others who lack adequate employment because they lack adequate training."

Earlier yesterday, Watts Hill Jr., chairman of the State Board of Higher Education and president of Home Security Life Insurance Co. of Durham, said equal employment programs in industry could succeed only if top management actively backs them.

Extraordinary recruitment programs, such as visits to predominately Negro high schools and colleges, are needed to reach the Negro community, he said.

Compensation Needed

On education, Hill said compensations for Negroes are needed today to make up for 100 years of unequal expenditures. "Who can say that there would or would not have been equal achievement had the treatment been equal all along? We do not know and never will," Hill said.

Speaking as an executive, Hill said his own company's experience in integration shows that the "apprehension of what might happen always exceeds the reality." Because of progress in the recruitment programs in the last few years, Hill said his company now gets as many Negro as white applicants and about the same percentage of qualified applicants from each race.

Six Negro workers and several ministers told of unsuccessful attempts to get jobs in textile mills or of higher wages going to whites for identical work.

Miss Willie Mae McCrimmon, an 18-year-old high school graduate, said she was refused a job about the time a newspaper in her county advertised 200 openings.

See Textile, P. 12, Col. 5

Textile Group Says Hiring Is Not Biased

Continued from Page 1

Mrs. Annie Lou Harris, a former business student at Winston-Salem State College, said the company she applied to simply said her application would be kept on file.

Dr. Emory Via, director of labor programs for the Southern Regional Council, a research-oriented civil rights organization in Atlanta, Ga., told the commission that the textile industry, because of its prominence in the economic, social, and cultural life of the Carolinas, can take the lead in integration. Nondiscrimination now is required by law, he said and "fairness can no longer be satisfied with statements of good intentions."

Mrs. Sarah Herbin of the North Carolina fund, an anti-poverty agency at Durham, called for a concrete commission-followup. She deplored public meetings that only increase the frustrations of Negroes and she criticized the industry for wanting "super - Negroes" with higher qualifications for a job than whites.

KOLD DRAFT

Charlotte N

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1-13-1967

Observer Photo by Philip Morgan

Federal Officials At Textile Employment Forum
. . . From Left, Charles Markham, Samuel Jackson, Stephen Shulman

NAACP Chief Hits Textiles' Hiring Bias

By BOB ROSENBLATT
Observer Staff Writer

A barrage of speakers accused the southern textile industry of widespread and systematic discrimination against Negroes in Thursday's opening session of the federal Equal Employment Opportunity Commission (EEOC) forum on employment practices in the industry.

The two-day session at the Charlotte public library is the first in a series of forums the EEOC will conduct on alleged discrimination in various industries.

The EEOC panel conducting the forum consisted of Chairman Stephen N. Shulman and Commissioner Samuel Jackson. The third commissioner, vice-chairman Dr. Luther Holcomb, was unable to attend because of illness.

Representatives of various textile firms were in the audience, but did not participate in the session.

The industry's trade organization, the American Textile Manufacturers' Institute (ATMI) had previously refused to participate in the session, charging that it might lead to "unfounded and irresponsible accusations."

The head of the N.C. National Association for the Advancement of Colored People (NAACP), Kelly Alexander of Charlotte, said the Carolinas have a "long, long history of Negroes being excluded from textile employment."

He said the NAACP "will become active in programs to take away the federal protections — such as high tariffs — enjoyed by the textile industry, unless these discriminatory programs stop."

Alexander said he would bring the issue up at the next meeting of the national board of the civil rights organization.

He also called for an investigation of the State Employment Security Commission, charging that some of its employes are contributing to the exclusion of Negroes from the textile industry.

"They will refuse to send Negroes to certain jobs," he said during a question period following his prepared statement.

Dr. Vivian W. Henderson, an economist and president of Clark College in Atlanta, said the textile industry has "a vicious history of outright exclusion of Negroes from the work force in the various plants."

Negro women "are virtually excluded" from jobs in an industry where half the work force is female, Henderson said.

All-Jersey Milk costs no more than ordinary milk. HUNTER JERSEY FARMS.

Kelly Alexander
. . . Calls For Probe

Firms will build plants "in all-white areas or near them to avoid the question of Negro employment," he said.

Henderson said the federal government should consider whether a textile operation excludes Negroes and "be more careful in letting contracts."

"Although a quota system is generally out of favor," he said, "I am not opposed to rule-of-thumb guidelines that would lend themselves to percentages of Negro employment in the industry."

One EEOC official said the textile industry has increased its hiring of Negro workers, but said the progress was limited.

The Atlanta regional director

See HIRING, Page 4B, C. 1

Charlotte News

Hiring Bias Charged In Textile Industry

Continued From Page 1B

of EEOC, Donald G. Hollowell, said there was "limited . . . affirmative action" in areas such as "the aggressive recruitment of Negro men and women."

A representative of the manpower administration of the U.S. Department of Labor revealed under close questioning by Commissioner Jackson that the industry rarely participates in federal training programs.

"Does the textile industry use the Manpower Development Training Act?" the commissioner asked.

"They use it very, very little, just in two or three small areas," said Neil MacArthur of the Labor Department.

"I understand a trade association can sponsor an on-the-job training program," Jackson said. "Is there one for the textile industry?"

"The ATMI does not have one," was the answer.

MacArthur also said the textile industry "doesn't use the federal apprenticeship programs very widely."

Paul Swaity, a vice president o fthe Textile Workers Union of America (TWUA), said the industry "plays white worker against black worker."

"This industry not only manufactures textiles, it also manufactures poverty," said Swaity.

He charged that employers "appeal to racial prejudice" in an effort to keep unions out of the mills "by implying that a vote for the union is a vote for racial mixing on a social basis."

Chairman Shulman asked Swaity whether there were any differences in the union's ability to organize Negro workers.

"Perhaps because of their experience of collective action to gain their rights, Negro workers have recently become much more prone to organize and participate in unions than perhaps some of the white workers," Swaity said.

Paul Swaity
. . . Attacks Industry

He said the union had been rebuffed by Southern mill owners when it suggested the mills participate in federally-assisted training programs.

The commission was asked to take "more aggressive and affirmative action" to wipe out discrimination. The call came from Mrs. Alice Spearman, executive director of the S.C. Human Relations Council, a private voluntary group.

In his opening statement, Shulman cited a report that "showed a low utilization of Negroes and a concentration in the low-paying pobs."

According to the report, prepared by Dr. Donald D. Osburn of the University of Missouri and released prior to the forum, non-whites represented 21.7 per cent of total employment in North Carolina in 1960. They had only 3.9 per cent of total textile jobs.

In South Carolina, non-whites accounted for 30 per cent of the employed workers, and had 5.2 per cent of the textile jobs.

Shulman made public the latest statistics on complaints of discrimination received by the EEOC, which began operations in July, 1965.

The EEOC has received 13,404 complaints, he said, including 869 from North Carolina and 250 from South Carolina.

The chairman said no specific complaints of discrimination would be discussed at the sessions. He said the purpose of the meeitng was "a broadly based exchange of information."

A representative of the N.C. branch of Southern Christian Leadership Conference,a civil rights organization headed by Dr. Martin Luther King, spoke briefly during the public discussion period.

He said in an interview after the meeting that his group was "annoyed" at not having been invited to the session.

"I want to get on the program tomorrow," he said.

Textile Industry Charged With Discrimination

By Thomas Pepper
Staff Reporter

CHARLOTTE — The southern textile industry "has an extremely poor record on Negro employment," a government - sponsored "forum" here was told yesterday.

Dr. Vivian W. Henderson, a Negro economist and president of Clark College at Atlanta, Ga., said, "The industry has a vicious history of discrimination and outright exclusion of Negroes from the work force" in various plants.

Improvement is particularly needed, Henderson said, in the employment of rural Negroes who no longer work on farms. Negroes in larger cities have a variety of job opportunities to choose from, he said, but rural Negroes are especially dependent on textile mill jobs because in many small towns this is the only source of factory employment.

Henderson was one of 14 speakers at a "forum" on Negro employment in the textile industry of North and South Carolina, sponsored by the U. S. Equal Employment Opportunity Commission.

The word "forum" was chosen because the commission said it simply wanted to gather information from all parties concerned. Under the ground rules, no charges of discrimination against individuals, companies, or unions can be made in public during the two-day session. About 160 people were at the opening meeting.

Ten leading textile firms, their principal trade association, state and local government agencies, civil rights groups and unions were invited to present their views. But most of the firms and the American Textile Manufacturers Institute decided to boycott the session. The institute said it preferred a private meeting.

Although only one industry spokesman, an official of the Du Pont Corp. of Wilmington, Del., spoke yesterday, numerous industry representatives, including men from Cone Mills and Burlington Industries in Greensboro, were in the audience.

Companies were not alone

See Forum, P. 18, Col. 4

Winston Salem Journal 1-13-67

Forum Told About Hiring Practices

1/13/67

Continued from Page 1

in receiving criticism. Kelly Alexander of Charlotte, state president of the National Association for the Advancement of Colored People, said that unions and the N. C. Employment Security Commission discriminate against Negroes. The ESC fails to refer Negroes to textile mill jobs, he said.

Alexander and other Negro civil rights spokesmen, including Charles McLean of Winston-Salem, a full - time NAACP employe, urged the commission to find ways to cut off federal programs to the textile industry. They referred to tariff and quota agreements that restrict imports to protect the domestic industry, and to defense contracts.

A speaker from the U. S. Department of Commerce, also a Negro, said that the textile industry is at a serious disadvantage in competition with foreign firms, and that widespread imports would hurt the chances for increased Negro employment in the industry.

Textile Industry Criticized

Paul Swaity, a vice president of the Textile Workers Union of America, AFL-CIO, castigated the textile industry for manufacturing poverty as well as textiles.

He said his union welcomes any employe regardless of race and that because of this, management appeals to racial prejudice in campaigns against union organization.

Commission chairman Stephen N. Shulman asked Swaity whether Negroes are generally more apt than whites to support unions in the southern textile industry.

Swaity said successful civil rights drives have made Negroes more sympathetic to unions than they used to be. He added that 10 years ago hardly any Negroes were employed at textile mills.

In an interview later, Swaity said the Negroes' inclination to join unions probably makes companies more reluctant to hire them.

Shulman, asked whether this observation by Swaity is true, said, "I hope not."

Pro-Union Sentiment

Shulman said he has to assume that companies willingly obey laws that prohibit discrimination against Negroes and against people sympathetic to unions. He also said he would hate to think that pro-union sympathies by Negroes would hurt their chances for employment in textile mills.

Henderson, Alexander and others said the textile industry needs to make more use of federal manpower training programs, in which the government pays part of the cost of on-the-job training. A labor Department speaker said the textile industry uses very little of these funds.

At the beginning of the program, several commission staff members reviewed the studies that prompted the commission to schedule the "forum."

Commission speakers alternated between a "hard sell," when the head of the compliance division reminded the audience of the commission's responsibilities under the law, and a "soft sell," when the regional director from Atlanta outlined various plans some companies have voluntarily used to recruit and employ more Negroes.

Charlotte
EEOC

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Textile Forum

Statement by Carl H. Priestland, Instructor of Economics, Howard University, Washington, D. C. at the Textile Employment Forum held at Charlotte, North Carolina, January 12-13, 1967.

PRESENT CONDITIONS AFFECTING JOB OPPORTUNITIES IN THE TEXTILE INDUSTRY

I was asked by the Commission to discuss several economic factors, particularly those in international trade, which could affect the employment opportunities in the textile industry. It is an honor for me to be invited to speak before this distinguished Commission about the opportunities for Negto employment in the textile industry. The industry's ability to provide employment opportunities will be significantly affected by the way in which certain of its present problems are solved. Before looking at the problems of today, I believe it would be helpful to trace briefly some of the events that have had an influence on the textile industry.

The Textile Industry in the 1950's

In the late 1950's the growth of the United States textile industry was retarded by a combination of factors. At home the industry was suffering from very low and declining profits. Much of its capital equipment was obsolete. Future investment expenditures were not encouraged--not only because of poor profit expectations, but also because of inadequate depreciation rules on textile machinery. Also, demand for its principal product, cotton cloth, was declining. The general recession of 1957-58 only added to the industry's mounting problems (see Table 1).

International activity provided the industry with even more problems. U. S. tariff duties on textile products were reduced in 1955. At the same time, several of the emerging nations of the world were developing excess capacity in textile and apparel production. Part of this development was helped by U. S. foreign aid. These countries, particularly Japan and later Hong Kong and India, found the United States a favorable market for their excess production. I should add that textile production has often been one of the first industries for many emerging nations, including the United Kingdom during the industrial revolution and, later, the United States.

In the late 1950's, the domestic textile industry found it more difficult to compete with the foreign products. The industry's costs were higher than those for foreign producers for its two major inputs, raw cotton and labor. Wage levels in the emerging nations are much lower than those in the U. S. Although foreign labor is much less efficient than U. S. labor, it is not so inefficient as to equalize labor costs per unit of output.

The world price of cotton was declining because of over-production. However, because of domestic agricultural programs, the price of domestic cotton was supported at a price 6¢ to 8-1/2¢ per pound above the world price. The U. S. price support program, in effect, denied the textile industry the benefits of a declining price for its raw material. In 1956, the U. S. Department of Agriculture started its two-price cotton program, and the textile industry paid about 30% more for its raw cotton than its foreign competitors.

The Administration's Program

In May, 1961, President Kennedy announced a program designed to help the textile industry. I will limit my discussion to what I consider the most significant parts of this program.

First, the international trade of cotton products was brought under an international arrangement. The arrangement, known as the Long Term Cotton Textile Arrangement (LTA), provided for orderly growth for exporting nations without disrupting the domestic markets of the importing nations. Under the LTA, U. S. imports of cotton products have grown, but not at the expense of disrupting any particular product market. (There are some expections to this statement.)

The LTA helped the emerging nations also. For example, producers in Hong Kong opposed the LTA when it was first proposed, but today they like it. Each producer of textile and apparel products in Hong Kong has a share of the U. S. cotton import market. This system has reduced the number of small shops that spring up, take labor away from established firms, cut prices, and then go out of business for lack of profits. The result is that there are fewer firms, but prices are better and profits are up. This has resulted in far more stable conditions in the Hong Kong textile and apparel industries, and these industries are now growing and prospering, and, more important, these industries are providing stable employment opportunities.

A second important part of the government program is that the Internal Revenue Service changed depreciation guidelines on textile equipment. This has been instrumental in stimulating new investment spending in the domestic textile industry. I might add that when IRS changed the guidelines on depreciation, the changes applied to all industries.

Third, the raw cotton cost disadvantage was eliminated in April, 1964, with the return to one-price cotton. The domestic industry can now obtain domestically-produced raw cotton at the world market price. One-price cotton, in my opinion, cannot be considered added protection or a subsidy to the domestic textile industry. The cotton price support program is for the cotton farmers. Had this program not existed, the textile industry could have obtained its raw cotton for 25¢ per pound rather than the 32¢ it paid for it from 1956 to 1964.

With reduced cotton costs, better depreciation allowances, and until 1966, orderly growth of cotton imports the textile industry has grown stronger and is much more viable than it was in the late 1950's. The sick industry is gone and the new domestic textile industry is at present a good source of employment opportunity.

Present Textile Industry Conditions

The Textile industry still faces problems that threaten its economic well-being. Rising imports constitute by far the major part of this threat. Imports of all textile products, including apparel, are rising rapidly. These imports are not confined to cotton, but also include products of wool and man-made fibers.

The LTA was designed to provide for orderly growth of imports of cotton textile products. However, during 1966, the increase in cotton product imports was 42%. The LTA expires at the end of September this year, unless it is extended. At present, the prospects for extension are favorable, but not without a price. The price is greater access to our market by foreign producers of cotton products. This increase, along with the 1966 increase, will place an additional burden on the industry. It must compete with an ever-greater volume of cotton products (see Table 3).

Imports of man-made fiber products constitute a greater threat than those made of cotton, since there is no ceiling on the man-made fiber product import levels. Imports of man-made fiber products have increased 274% in five years, and because of the shift from cotton to blends (cotton or wool with man-made fibers) and 100% man-made fiber textile products, this area of imports unquestionably will experience rapid growth in the next few years, unless some system is devised to provide for more orderly access to our domestic market.

The tariff rates on textile products will be reduced if the Kennedy Round negotiations of GATT, currently underway, are completed and accepted. Tariff reductions will adversely affect the competitive position of the domestic industry.

Rising imports and the possibility of lower tariff rates will influence the opportunities for employment. The industry has three alternatives it could take to meet the threat of imports, two of which could reduce employment opportunities.

The industry could stop trying to compete with the foreign producers and join them. They could establish overseas productive capacity and export to the United States. This action would obviously reduce labor demand by the industry.

Second, the industry could invest in more capital intensive productive capacity to reduce unit costs. This would help the industry compete with rising imports, but would have the effect of lowering its demand for labor.

Third, the industry could seek ways to reduce the import problem to manageable size. If the import problem lessens, the industry, in all likelihood, will have increasing job opportunities for the domestic labor force. This third alternative seems to be the most promising because it recognizes the economic realities of the present situation. The textile industry is characterized by a low value added per worker which, as Dr. Osborn's report pointed out, is one of the reasons textile wage payments are lower than average industrial wages. Also, there exists a supply of Negro labor available for employment in the textile industry in the same regions in which the industry is now operating. I hope that these two factors will result in providing a training ground and employment opportunities for Negroes. These economic realities were recognized by Dr. Osborn when he stated that, "the textile mill industry may serve as a training ground for Negroes in the future as it has for whites in the past."

Regional development within our own country is just as important as the development progress we seek in the many emerging nations of the world. With proper perspective we can achieve both.

I would like to add a short footnote to my statement. The apparel industry employment has grown from 1.2 million in 1956 to 1.4 million in 1966. From Dr. Osborn's report, we can see that increases in apparel employment in North and South Carolina were 64% and 24%, respectively, from 1960 to the first quarter of 1965. The apparel industry has many of the same characteristics as the textile industry and faces many of the same problems, particularly import competition. It too will need a good source of productive labor if it hopes to be competitive with imported products. Therefore, the apparel industry is also an important source of Negro employment opportunity in the future.

TABLE 1 U. S. PRODUCTION OF BROAD WOVEN GOODS

(In Billions of Linear Yds)

	COTTON	MAN-MADE FIBER AND SILK	WOOL FABRIC FOR APPAREL	TOTAL
1956	10.3	2.3	0.3	12.9
1957	9.5	2.3	0.3	12.1
1958	9.0	2.4	0.3	11.7
1959	9.6	2.5	0.3	12.4
1960	9.4	2.4	0.3	12.1
1961	9.2	2.4	0.3	11.9
1962	9.3	2.7	0.3	12.3
1963	8.8	3.1	0.3	12.2
1964	9.0	3.6	0.3	12.9
1965	9.2	3.9	0.3	13.4

SOURCE: U. S. Department of Commerce

TABLE 2 WAGE LEVELS IN THE TEXTILE AND APPAREL INDUSTRIES FOR 1965 FOR SELECTED COUNTRIES

COUNTRY	TEXTILE	APPAREL
United States	$1.87	$1.83
United Kingdom	$1.27	$1.30
Italy	$0.53	$0.43
Japan	$0.36	$0.35
Hong Kong	$0.25	$0.29

SOURCE: U. S. Department of Labor, Bureau of Labor Statistics

TABLE 3 U. S. IMPORTS OF COTTON WOOL AND MAN-MADE FIBER TEXTILE AND APPAREL PRODUCTS

(In Millions of Square Yard Equiv.)

	COTTON	WOOL	MAN-MADE FIBER	TOTAL
1962	1,165	145	213	1,523
1963	1,101	158	221	1,480
1964	1,058	132	328	1,518
1965	1,313	181	566	2,060
1966*	1,871	185	797	2,853

*Projected on 10 months data (January-October 1966)

SOURCE: U. S. Department of Commerce

Additional Statement by Carl H. Priestland

I would like to elaborate on my answer to your question on what role the government would play in helping the textile industry solve the import problem. Also involved in the question was what specific type of help would be necessary, such as increasing tariffs. In answering this question, I stated that I believe an arrangement for wool and man-made fiber products, like the one for cotton products, the Long Term Cotton Arrangement, was preferable to tariff protection.

Many problems arise when a nation increases its tariffs. First, and probably most important, increasing tariff rates cuts off trade. Trade is desirable because it provides the consumer a wider choice and provides competition, a necessary part of the free enterprise system. Second, increased tariffs are met by increased tariffs by the injured countries. Retaliation can be carried to extremes, as it was in the late 1920's, when one nation after another raised tariffs, and no one gained. Third, if nations do not retaliate, they will, at the very least, seek offsets in our tariff rates. Every increase in tariffs has to be offset by a reduction in other tariffs under GATT rules. Increasing tariffs on the hundreds of textile and apparel products would necessitate an equal number of tariff reductions on other products. Fourth, some exporting nations grant subsidies to exporters to help lower their selling prices. If these were increased, this could lead to further rounds of tariff and subsidy increases, such as those of the late 1920's.

The International Cotton Textile Arrangement (LTA) is a commodity arrangement. It seeks to provide a growing market for the exporting nations while providing for orderly access to the markets of the importing nations of the world. The LTA is unique because it does not limit production nor control price. It is also unique because it covers hundreds of products, not a single, homogeneous product like coffee or tin. As I pointed out in my paper, the LTA has helped Hong Kong develop a better, more stable industry. It has also helped U. S. industry by preventing substantial quantities of imports from disrupting specific textile and apparel markets. The LTA has fostered trade, not restrained it. It has provided for growth and development.

For these reasons, I believe that an LTA-type arrangement governing the international trade of wool and man-made fiber products would be better than tariff protection. This type of arrangement eliminates many of the problems that could be encountered by raising tariffs.

Textile Industry Seemed On Defensive at Forum

Winston-Salem Journal & Sentinel 1/15/6 pg 2

By Thomas Pepper
Staff Reporter

CHARLOTTE — "Wild Accusations Flare at EEOC Forum" read a banner headline in a weekly trade newspaper for the textile industry, published here Friday.

The headline and main story were about a public forum on Negro employment in the textile industry of North and South Carolina, sponsored by the U.S. Equal Employment Opportunity Commission.

It was apparent that the industry regarded the event as a promotion stunt, designed to pressure companies into hiring and upgrading more Negroes.

A News Analysis

Officially, the commission denied any intention to pressure. It said it simply wanted an exchange of information from all parties concerned, and it used the word "forum" to avoid the word "hearing" or any connotation of a judicial or semijudicial inquiry.

Unquestionably, however, the commission did create an event. And the event gathered information that would otherwise be hard for the press to get.

Just as the industry foresaw, economists and laymen alike charged that the industry discriminates against Negroes — both in the low number of Negroes employed and in the kinds of jobs they are given.

But like any business, the commission has a job to do, and it is entitled to try the same kind of promotional gimmicks that business and industry use.

Actually, the forum was more than a mere promotion stunt. It was an ingenious way for the commission to apply pressure on an industry to do more toward making genuine equality of opportunity a reality. Beforehand, and again in a closing statement, commission chairman Stephen N. Shulman said the group would hold similar forums elsewhere in the country and for other industries.

With a limited budget and very few investigators in its 10 regional offices, the commission has to use some technique to do its job, which is to enforce Title VII of the Civil Rights Act of 1964. This prohibits racial discrimination in any company with more than 25 employes.

Moreover, while the commission held up the "stick" of its complaint investigations, it also did everything possible to hold up the "carrot" of urging voluntary action toward equal opportunity. The commission knows that voluntary action by companies is a far more effective way to achieve gains than case-by-case investigations.

Industry Attitude

What remains unclear at the end of this forum is why the textile industry had to appear so uncooperative—first by saying it would boycott the meeting and later, when it did make a statement, by referring to alleged "malicious and irresponsible accusations" against the industry.

According to one participant, in private conversation, the whole meeting might just as easily have turned into a great "whitewash," with the industry looking like a model of progress.

In his view, last week was the best possible time for the textile industry to appear at any such forum. Before 1964, nobody could complain, except morally, if the industry was overwhelmingly white. Next year, the standards of performance will be even higher than they are now. Hence, he reasoned, the industry was foolish not to parade several new and upgraded Negro employes before the commission as "proof" of recent progress.

Even the commission's own study, the basis of the meeting, he said, can be interpreted in two ways: Emphasis on its finding that a low number of Negroes are employed in the textile industry, or its finding that astronomical percentage gains have been made since 1964. These gains are large, it was pointed out, because the industry began from a very low base.

By boycotting the meeting (except for one executive from the Du Pont Corp. of Wilmington, Del., who gave examples of Negro recruitment by his firm), the industry surrendered the floor to civil rights groups, who naturally emphasized the low numbers of Negroes employed.

Appeared on Defensive

When the industry finally did speak, through its trade association, the American Textile Manufacturers Institute, it appeared on the defensive even as it cited the very percentage increases that, with proper emphasis, could have made the industry look good.

Except for a union charge that the industry manufactures "poverty" as well as "textiles," the participant said there were no really irrelevant points brought up, however much the industry disliked the points.

Hence, he reasoned, the industry's pouting against alleged "sensationalism" probably was caused by a need to satisfy a hard-line faction of executives who opposed any participation in the session.

As Justification

And, in a sense, the industry had to complain about "sensationalism" as a justification for its earlier prediction of "unfounded and irresponsible accusations."

By participating so reluctantly, and only after adverse publicity, the industry did not come out of the forum "smelling like a rose." With other tactics, it might have.

There were several poignant incidents at the meeting:

—Mrs. Sarah Herbin, a 10-year veteran at seeking job opportunities for Negroes, criticized industry executives for wanting "light-skinned" Negroes. With considerable understatement, she said, "I'm not sure what these employers were really asking for." After the laughter subsided, Mrs. Herbin, a Negro, said she herself had not said anything about "miscegenation."

—Mrs. Herbin also said she longed for the day when Negroes no longer lacked the self-confidence to apply for jobs on their own—without needing "middle-men" like herself.

—Col. Clifton M. Craig, North Carolina commissioner of welfare, was interrupted for his pronunciation of the word "Negroes," which, when he said it, sounded like "Nigras." Craig apologized and placed emphasis on the final sound.

—Dr. Luther Holcomb, vice chairman of the commission and former executive director of the Greater Dallas (Tex.) Council of Churches, said many textile executives are deacons and elders in their churches and that churches hold the key in influencing individuals to take further action toward equal opportunity.

—The Rev. Howard McClain, executive director of the South Carolina Christian Action Council, responded to Holcomb's point by saying that textile executives had taken the lead in the peaceful integration of Clemson College in 1963. Ministers should reinforce such acts by commending them, McClain said.

—Courtney Siceloff, secretary of the South Carolina Advisory Committee to the U. S. Civil Rights Commission, said that if the Equal Employment Opportunity Commission lacked the power to get the industry to participate fully in a forum, it probably needed a stronger law behind it. He advocated specific, numerical quotas for Negroes in plants.

Moore's Greetings

David S. Coltrane, chairman of the North Carolina Good Neighbor Council, brought greetings from Gov. Dan Moore and told the commission, "You may all be assured of the governor's interest in this conference and the employment of qualified people irrespective of race."

In the end, the forum managed to create the publicity it sought.

In his closing statement, Shulman said the meeting was "fruitful because there has been an exchange of information."

"I do not know yet whether it has been a success," he said. That, he added, will depend on the effectiveness of the follow-up the commission and others agree to and act upon.

EEOC Hearing

SUMMARY OF THE TRANSCRIPT OF THE PUBLIC FORUM ON EMPLOYMENT PATTERNS IN THE TEXTILE INDUSTRY

Charlotte, North Carolina

January 12-13, 1967

SPONSORED BY

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

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PARTIAL LIST OF PERSONS
ACCEPTING INVITATIONS TO ATTEND
TEXTILE EMPLOYMENT FORUM
CHARLOTTE, NORTH CAROLINA
JANUARY 12-13, 1967

Fred D. Alexander	City Councilman, Charlotte, N. C.
Robert A. Alexander	NAACP, Charlotte, N. C.
Joseph T. Allmon	Riegel Textile Corp. Ware Shoals, S. C.
William C. Archie	Mary Reynolds Babcock Fd. Winston Salem, N. C.
J. Neil Armstrong	A & T College, Greensboro, N. C.
William E. Ates	Director of Personnel, Kendall Textile Div., Charlotte, N. C.
Reuben C. Ball	Chief Executive Officer, Nat'l Association of Hosiery Mfr. Charlotte, N. C.
John W. Bates	Bryson High School, Fountain Inn, S. C.
Rev. F. D. Battle	NAACP, Lenoir, N. C.
Harvey E. Beech	Attorney, Good Neighbor Council Kinston, N. C.
Sam M. Berry	President, Nat'l Assoc. of Hosiery Mfr., Charlotte, N. C.
Marcus Black	NAACP, Matthews, N. C.
John D. Blanding	New Deal School, Starr, S. C.
Thomas A. Boyan	Mohasco Industries, Inc. Amsterdam, New York
Louis Brooks	Commission on Human Relations, Greensboro, N. C.
Mrs. U. S. Brooks	NAACP, Charlotte, N. C.
Eural Brown	NAACP, Concord, N. C.

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Henry L. Buchanan	Vice President and General Manager Limestone Manufacturing Co. Gaffney, S. C.
Oscar W. Burwick	Newton, N. C., NAACP
J. E. Byers	Principal, West Cary High School Cary, N. C.
Rev. J. W. Calicutt	NAACP, Lancaster, S. C.
John S. Canady	Richlands, N. C.
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Felton J. Caper	Mayor Pro-Tem, Southern Pines, N.C.
G. P. Carr	Superintendent Orange County Schools, Hillsborough, N. C.
Paul Carruth	Hayes Barton Methodist Church, Raleigh, N. C.
Julius L. Chambers	Charlotte, N. C.
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Rev. Floyd C. Trexler	Bethany Lutheran Church, Hickory, N. C.
Dr. E. B. Turner	First Baptist Church, Lumberton, N. C.
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L. E. Watkins	Roanoke Rapids Area Chamber of Commerce Roanoke Rapids, N. C.
James D. Weaks	NAACP, Labor Committee, Charlotte, N.C.
Dr. Frank B. Weaver	State Supervisor, NC State Dept. of Public Instruction, Raleigh, N. C.
James Weaver	Gallman High School, Newberry, S. C.
Glenn F. Webb	Anson Industrial Commission Wdesboro, N. C.
Zack Weston	SC Employment Security Commission Columbia, S. C.
James C. Wheelus	Wamsutta-Lyman Mills, Lyman, S. C.
George B. Williams	Oak Ridge High, Lumber Bridge, N. C.
N. E. Williams	Personnel Director, Pacific Columbia Mills, Columbia, S. C.
Harry Winner	Asheville, N. C.
Howard W. Winstead	NC Employment Security Comm. Charlotte, N. C.
E. D. Wilson	Lincoln High School, Bessemer City, NC
William Womble	Lincoln High Bessemer City, N. C.
A. Z. F. Wood	Springs Mills, Inc., Fort Mill, S. C.
Lewis Woods	NAACP, Catawba, N. C.
Harding B. Young	Atlanta University, Atlanta, Georgia
John W. Young	NAACP, Labor Committee, Concord, N. C.
Edward R. Zane	NC Good Neighbor Council Greensboro, N. C.
John E. Zuidema	Executive Director, Charlotte Area Fund, Inc., Charlotte, N. C.

Textile Forum

HOME SECURITY LIFE

INSURANCE COMPANY

Watts Hill, Jr., President

January 26, 1967

Mr. E. T. Kehrer, Southern Area Director
AFL-CIO Civil Rights Department
Suite 1422
40 Marietta Street, N. W.
Atlanta, Georgia 30303

Dear Mr. Kehrer:

I am enclosing a copy of the remarks I made to the Textile Employment Forum. You will note that they have a different heading as they were prepared for another meeting and I had brought them to leave as an exhibit with the EEOC.

I did not have prepared remarks and, therefore, have no record of what I said later in response to the Chairman's questions. As I recall I stated that:

1. There must be commitment -- real commitment -- at the very top level of management to implement fair employment practices and follow through on them. Management must leave no doubt that there will be no turning back.

2. One must recruit Negro employees. To simply "sit and wait," in face of the psychological barriers which exist in the Negro community as a result of more than 100 years of discrimination, is to be guilty of tokenism. I believe I added that recruitment techniques effective in the white community will not succeed but that special techniques must be developed in the Negro community itself.

3. The problems are always greater in anticipation than in reality. While this statement is self-explanatory, I add the illustration of an agent (we are entirely white collar) who made so much money for his district manager that other district managers asked for assistance in finding Negro agents who could have the same impact on their income.

Under separate cover (because of the book rate) I am sending you an excellent publication entitled "The Management of Racial Integration in Business." While designed to appeal to companies such as ours which become equal opportunity employers before being forced to, the majority of the information it contains is as pertinent today as when it was written.

It was a very real pleasure meeting you after having heard so much about you.

I have not revised my intended remarks to the Commission and hence cannot send a copy to you at this time.

Most sincerely,

Watts Hill Jr

Watts Hill, Jr.

Department of Justice

FOR IMMEDIATE RELEASE
MONDAY, FEBRUARY 27, 1967

The Department of Justice filed suit today charging an industrial supply company in Raleigh, North Carolina with racial discrimination in employment.

Acting Attorney General Ramsey Clark said the civil suit was filed in United States District Court in Raleigh against the Dillon Supply Company.

The suit was the first brought by the government against an employer under the equal employment opportunity section of the 1964 Civil Rights Act. It seeks a court order against racial discrimination by the firm.

Dillon assigns Negroes to menial, low-paying jobs without regard to their qualifications and keeps them in such jobs while providing advancement opportunities to others who are no more qualified, the suit asserted. It said the company has failed to take adequate steps to desegregate its facilities and operations.

An injunction requested by the Department would prevent Dillon from continuing any racially discriminatory employment practice. Dillon would be required to take reasonable steps to correct effects of its past discrimination.

The company--which sells, installs and services industrial equipment and supplies--employs 236 persons, 44 of them Negroes, at its principal office. Some 100 persons, about 14 of them Negroes, are employed at the company's five branch offices in Charlotte, Durham, Goldsboro and Rocky Mount, North Carolina and Greenville, South Carolina.

Charlotte Textile Fair

ATMI Lays Another Egg.

THE wise old Frenchman who coined the phrase *"the more things change, the more they are the same,"* must have had in mind the unorganized southern textile industry.

Time after time, the industry proclaims the need for multi-million dollar publicity programs to change its public image of being a greedy, grasping employer. The slogan is: "let's get a new image." And how does it proceed to get this "new" image? By sharing some of its windfall profits from government subsidies with the public in the form of lower prices? By improving conditions in the industry?

After all the press releases and the hoopla, after all the speeches, after all the conferences, the industry comes to the conclusion that "we're pretty great after all, so why rock the boat."

Each time the industry has an opportunity to join the mainstream of American life and progress, it prefers to stay in the backwater.

The most recent illustration of the industry's refusal to join the 20th Century was its performance at the two-day public forum on employment trends in the textile industry sponsored by the Equal Employment Opportunity Commission.

Here was a chance for the industry to advance new, forward-looking proposals and programs that would benefit workers, the community and the nation. Here was a chance to develop the "new" image. And what did the industry do? It laid another egg.

At first, its principal trade association and spokesman, the American Textile Manufacturers Institute (ATMI) an-

nounced a boycott of the sessions. But when ATMI saw the bad press the industry was getting, it reversed its position and decided to speak after all.

And what did it say? Did it make an effort to answer the charges leveled against it? Apart from a self-serving "holier-than-thou" pronouncement, the chief burden of ATMI's defense was that the charges were malicious and irresponsible.

But what do the minutes of the hearings reveal? Following are some of the charges placed in the record by TWUA and we invite ATMI to answer them.

TWUA CHARGED: As of June 1965 approximately 40% of the non-supervisory workers in this industry were earning less than $1.50 an hour or $3,000 a year—the very minimum which the government says is needed to lift a family above the poverty level.

In southern hosiery and knitting mills, with about 114,000 employees, 54.1% earned less than that minimum figure. And in southern yarn and thread mills, with 85,700 workers, 58.5% were in the same predicament.

And that's only one side of the coin. Southern textile workers also are denied virtually all the economic and social benefits that are standard in modern, enlightened, organized industries.

These include guaranteed company-paid pension plans, company-paid health and medical insurance, six or more paid holidays a year, supplementary unemployment benefits, and severance pay and other company-financed aids to cushion the shock of automation and technological change.

Are these charges untrue, ATMI? The facts and figures come from U.S. Government, state and industry sources. There's an even simpler way to check the truth: ask any southern textile worker.

TWUA CHARGED: The industry is a heavy drag upon the economy of both North Carolina and South Carolina, where 45% of all industrial jobs are textile jobs.

The most dramatic evidence lies in the fact that North Carolina is the lowest of all 50 states in average hourly manufacturing wages, while South Carolina staggers along in 47th place on the national wage ladder.

These deplorable conditions have been brought about by the industry itself. It is dedicated to maintaining substandard wages and working conditions.

Can you disprove these facts and figures, ATMI?

TWUA CHARGED: The industry's position toward unions has been and continues to be one of total opposition to any form of organization or collective bargaining for its workers.

The methods it uses to suppress unionism are cynical, heartless and frequently in open defiance of the law. In plant after plant there is the same pattern of opposition. It involves

PAGINATION INCORRECT

intimidation of pro-union workers, threats to close the mill, mobilization of the business community to withdraw credit from union adherents and many similar devices to harass workers.

Are these charges unfounded, ATMI? The files of the NLRB are crammed with evidence of unfair labor practices by the industry.

TWUA CHARGED: The industry has failed to live up to its responsibility to the citizens of the states it operates in.

We have suggested to a number of mill managements that it would be fruitful to take advantage of the government assistance available for on-the-job training programs under the Manpower Development and Training Act. Despite serious labor shortages in the last two years, these suggestions have fallen on deaf ears.

Southern textile employers are so hostile to any measure or degree of government regulation that they even refuse to participate in government-assisted training programs. By contrast, however, this reluctance does not include government aid where no regulation of their activities is involved.

For example, there is the matter of import controls instituted in 1961 and the One-Price Cotton Law enacted in 1964. The industry eagerly gobbled up more than $400 million a year in government subsidies without sharing the benefits of this program equitably with either its employees or the consumer.

The truth of these charges, ATMI, is to be found in public records and in the profit sheets of the industry.

TWUA CHARGED: The industry is notorious for its lack of social conscience.

It violates the National Labor Relations Act cynically and deliberately.

Its leading firms have been found, on occasion, to engage in price-fixing conspiracies at the expense of the U.S. taxpayer.

Yet we live in a society that, for some strange reason, arms such employers with so-called "right-to work" laws and other legislative tools with which to keep wages low and frustrate the attempts of its workers to raise their standard of living.

And, to crown it all, our government rewards these conscienceless employers with multi-million dollar federal contracts, even as the industry thumbs its nose at laws designed to bring a better life to all workers.

These are the issues that go to the heart of the matter and TWUA detailed them in the brief which was filed with the Commission. What it boils down to, union spokesmen told the hearing, is the fact that to seek equal opportunity in an industry that is largely devoid of industrial democracy is putting the cart before the horse.

The plain fact is that equal employment opportunities cannot be built upon quicksand. There must be a strong foundation based upon industrial democracy.

Enlarging employment opportunities is a complex task. It requires affirmative action on many fronts. All interested parties can contribute to the success of this venture by cooperating fully in a joint effort to overcome the obstacles to true equality of opportunity.

But the employers must shoulder the prime responsibility. They do the hiring. They assign new employees to particular departments. This frequently determines the opportunities for future upgrading.

It is therefore their responsibility to conduct their recruiting in such a way that the dissemination of information about job opportunities among all who may qualify is assured. They have the responsibility to adopt hiring procedures which screen applicants on the basis of objective qualifications for the job, rather than extraneous factors such as race.

They also have the responsibility to institute training programs to enable new employees to learn the required skills, as well as to permit old employees to upgrade their skills.

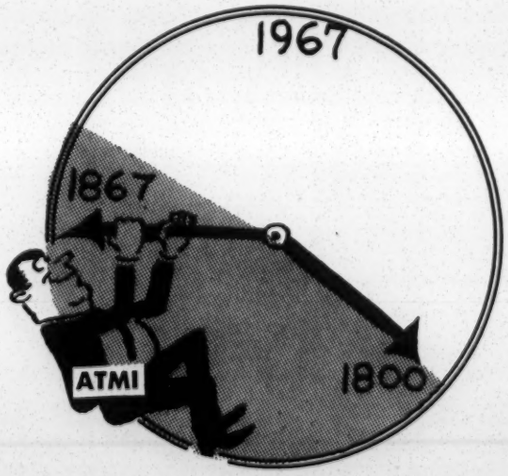
Finally, they have the obligation to develop rules governing promotions which will avoid favoritism and discrimination.

The government also has many responsibilities in this area. Of fundamental importance is its role under the Employment Act of 1946 to assure maximum employment, production and purchasing power.

Both state and federal governments have an obligation to improve the operation of our labor markets. More adequate information is needed about the availability of jobs. The counseling services of the state employment commissions must be expanded and relocation grants provided to help workers to get to where the jobs are.

TWUA is dedicated to the task of establishing decent labor standards in the textile industry. Fair employment practices are part of our goal. We have pursued it in collective bargaining with southern textile employers to the benefit of all our members.

We intend to continue our efforts in this direction and look forward to cooperating with all interested parties in the achievement of a better life for textile workers.



NEWS from U.S. DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

Return to J.W

USDL -- 8147

FOR RELEASE: Immediate
Friday, March 3, 1967

Thanks, EFV

Assistant Secretary of Labor Stanley H. Ruttenberg today notified the Ohio Bureau of Unemployment Compensation that he was recommending that appropriate action be taken to bring that agency into compliance with the Civil Rights Act of 1964 and related regulations.

The Ohio agency is part of the Federal-State Employment Security system and consists of the State public employment service as well as the unemployment insurance activities.

In a telegram sent today to Willard P. Dudley, Administrator of the Ohio agency, Ruttenberg stated that responses by Dudley to evidence of violation by the Agency of applicable Civil Rights requirements failed to indicate that the necessary corrective action would be taken.

Specifically, the U.S. Department of Labor charged that the Ohio Agency appeared to have:

Textile Project

March 8, 1967

Mr. Randolph Blackwell, Director
Southern Rural Training Project
50 Whitehall St., S.W.
Atlanta, Georgia

Dear Randy:

This will confirm my conversation with your secretary on March 7th. Will you be able to meet with Jean Fairfax, Al Kehrer, and me on March 15 at 9:15 a.m. at the SRC offices? Courtney Siceloff will not be able to attend.

We thought we might have a brief preliminary meeting to discuss both what private agencies should do to follow up on EEOC's interest in the textile industry and what might be done in South Carolina to provide a structure for affirmative action through which EEOC could work.

If you can not make the morning meeting please let me know and perhaps we can shift back to the late afternoon time. We thought by meeting in the morning it would leave us free to reconvene if needed in the afternoon.

Sincerely,

Emory F. Via, Director
Labor Program

EFV/jd

BW 3/18/67

Jobs for the hard-core poor

President hopes to find 100,000 of them next year—in private industry and elsewhere—and seeks $135-million from Congress

President Johnson asked Congress this week to support an experimental program in "concentrated employment" as part of the war on poverty.

Concentrating on perhaps 18 cities, the government would spend $135-million to place the hard-core unemployed in private industry as well as in such service establishments as hospitals and libraries.

The money would be used to pay the employees while they learn the job, with employers agreeing to try to work them onto regular payrolls as they prove they can perform the work. The employees would get extra remedial education or whatever is deemed necessary to make them employable. The program is modeled after Chicago's "jobs now" program.

Cooperation. The funds would be administered largely through local nonprofit community action agencies. The agencies would enlist the cooperation of business and labor organizations and provide counseling and follow-up assistance to the employees to make sure the employment "takes." The aim is to put 100,000 slum residents to work next year.

The President is also asking Congress to expand the Job Corps from $211-million this year to $295-million next year. Officials express confidence the "bugs" are being worked out of the controversial Job Corps.

The Administration is asking $2.1-billion for the poverty program, up 25% from this year. At the same time, it is clamping down on local anti-poverty agencies to keep poverty workers out of politics and to end complaints about salaries.

For the first time, Johnson has no separate message to Congress on urban problems. His pleas for support of model cities, rent supplements, and mass transit programs are wrapped into the poverty message.

Legal Defense Fund
NAACP LEGAL DEFENSE AND EDUCATIONAL FUND, INC.
10 Columbus Circle, New York, N.Y. 10019 • JUdson 6-8397

March 20, 1967

Honorable Samuel Jackson, Commissioner
Equal Employment Opportunity Commission
1800 G Street
Washington, D.C. 20506

Dear Sam:

Last week representatives of private agencies that have been involved in the textile industry project of the Equal Employment Opportunity Commission met in Atlanta. The purpose of this meeting was to review developments since the Forum and to discuss possibilities for long range programming which private agencies might undertake to complement EEOC's efforts to eliminate patterns of discrimination in the textile industry. Emory Via of the Southern Regional Council, Courtney Siceloff of Penn Community Services, Al Kehrer of the AFL-CIO and I participated in this session. We had invited Randolph Blackwell who was unable to join us. I have been asked to communicate to you our concerns and ideas and to request an early opportunity to discuss them with you.

The following are our recommendations which we intend to discuss with our agencies as well as with you:

1. We believe that EEOC should set up an official citizens' advisory committee for the textile industry project. A small group of representatives of the concerned private agencies plus a few local civil rights leaders from textile communities should be asked to meet regularly, possibly every two months, with the EEOC officials who have major responsibility for the project. We hope that EEOC would cover travel expenses so that participation on this advisory committee would not be a financial hardship to anyone.

2. The concerned private agencies should organize themselves in order to speak effectively with one voice and to maintain a sustained watch-dog operation throughout the lifetime of the project. We believe that there will undoubtedly be occasions when the private civil rights groups should speak and act on their own and apart from their participation in your advisory committee. For example,

Contributions are deductible for U. S. income tax purposes

we may wish to make direct representations to other Federal agencies, such as the Department of Justice, the Department of Labor, the Commission on Civil Rights, the Office of Federal Contracts Compliance, etc.

3. Inasmuch as South Carolina does not have a quasi-public agency similar to the Good Neighbor Council, we should like to sponsor a well coordinated, private interagency program to eliminate all forms of discrimination in the textile industry. Our sights are very ambitious. Our program should be so structured that substantial employment of Negroes would result, not only in entry level jobs but in professional and managerial positions. We are bold enough to believe that we can organize in South Carolina a program which will be a pacesetter not only for the North Carolina project but for other efforts to eliminate discrimination on an industry-wide basis. Although South Carolina has been weak in organized civil rights activity, the few groups which exist in the state have worked amicably together in voter registration and school desegregation programs.

4. We projected a budget of $25,000 and have committed ourselves to raise this amount. Most of the money will be needed for personnel. In addition to a full-time project director, we plan to use on a part-time basis some of the excellent local community leaders who contributed to the success of the Forum. We are going to explore the possible availability of Federal funds which could legitimately be used in certain phases of our program, such as the recruitment of qualified Negro workers. Your suggestions will be appreciated. We shall also be open to financial or program assistance from South Carolina institutions and agencies, both public and private. We hope to compile a list soon of those agencies in the state which might be interested in our project.

I have discussed these proposals with George Butler and Donald Hollowell and was pleased to discover that their thinking had been developing along the same lines.

We are very eager to have your views and trust that the overall design of this joint Federal-private venture will be completed soon.

Best wishes.

Sincerely,

Jean Fairfax

JF:df

HUMAN RESOURCES: A TOTAL UTILIZATION

A MANPOWER UTILIZATION CONFERENCE

Sponsored by the

UNITED STATES DEPARTMENT OF LABOR

through the

INSTITUTE OF HUMAN RESOURCES

of the

UNIVERSITY OF HOUSTON, TEXAS

in cooperation with

MILES COLLEGE, BIRMINGHAM, ALABAMA

at

MILES COLLEGE
BIRMINGHAM, ALABAMA
March 13-14, 1967

A G E N D A

Monday, March 13, 1967

7:00 p. m. Dinner - Student Union Building

Welcome - Dr. L. H. Pitts, President
Miles College

Our Manpower Oriented Economy: Yesterday, Today and Tomorrow, Dr. J. Earl Williams
Director, Institute of Human Resources

Implications of the OMAT Program, 1965-66, Miles College, Mr. Joe N. Dickson

The Minority Worker: A Motivation Profile
Dr. Joe Champagne, Coordinator, Manpower Education Services Institute of Human Resources

....
....

Tuesday, March 14, 1967

Student Union Building, Second Floor

I. ROLE OF BUSINESS AND INDUSTRY

9:00 - 9:30 a.m. Mr. Milton Cummings, President, Brown Engineering Company, Huntsville, Alabama

9:30 - 10:00 a.m. Dr. E. W. Taggart
Miles College, Board of Trustees, Birmingham

10:00 - 10:30 a.m. Mr. Earl Mallick, Vice President for the South, U. S. Steel Company, Birmingham

10:30 - 10:45 a.m. Break

10:45 - 11:15 a.m. Questions and Discussion

II. ROLE OF LABOR

11:15 - 11:45 a.m. Mr. Barney Weeks, President
Alabama Labor Council, AFL-CIO,
Birmingham, Alabama

11:45 - 12:00 Noon- Questions and Discussion

12:00 - 1:30 p.m. - Lunch, Student Union Building

III. ROLE OF GOVERNMENT

1:30 - 2:00 p.m. Mr. Harry R. Mitchell
Administrative Assistant
to the Administrator for Equal
Employment, Bureau of
Employment Security
Washington, D. C.

2:00 - 2:30 p.m. Dr. Frank Sloan, Regional
Director, Southeast Region,
Office of Economic Opportunity
Atlanta, Georgia

2:30 - 3:00 p.m. Mr. A. Wade Martin
Executive Director
S. C. Technical Education
Committee
Columbia, South Carolina

3:00 - 3:15 p.m. Break

3:15 - 3:45 p.m. Questions and Discussion

3:45 - 4:00 p.m. Conclusion and Summary
Dr. J. Earl Williams

4:00 - 4:15 p.m. Final Remarks
Dr. L. H. Pitts

S.C. — ① Special Schools ② Never Industries

Nat. State Voc. Ed. — Best Concerned with

③ Okla Voc. Schools, Federal aided Program

(because we admit people by qualification

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AMT

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Special Schools Training

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PROGRAM COMMITTEE

Dr. J. Earl Williams
Dr. Joe Champagne
Mrs. Edythe T. Jones
Dr. Richard Arrington, Jr.
Dr. Segismundo Pares
Dr. Rodney Mott
Dr. Herbert Howe
Dr. Thomas J. Knox
Dr. B. R. McClaskey
Mr. A. L. Jasper

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W N

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OPTIONAL FORM NO. 10
MAY 1962 EDITION
GSA GEN. REG. NO. 27

5010-107

UNITED STATES GOVERNMENT

Memorandum

TO : Mr. Edward C. Sylvester
Director, OFCC

DATE: MAR 20 1967

FROM : Samuel C. Jackson, Commissioner
EEOC

SUBJECT: Textile Industry Follow-up Programs

Pursuant to Mr. Hobson's request to the Office of Technical Assistance, the overall structure of the Equal Employment Opportunity Commission's Affirmative Action Programs for the Textile Industry is as follows:

1. The Office of Federal Contract Compliance will conduct a compliance and enforcement follow-up program where indicated, for the North and South Carolina plants of the following textile companies:

   Burlington Industries, Inc.
   Cannon Mills
   Cone Mills Corp.
   Dan River Mills, Inc.
   Deering Milliken, Inc.
   Dupont Corp.
   Fieldcrest Mills, Inc.
   J. P. Stevens & Co.
   Kayser-Roth Corp.
   Springs Cotton Mills

2. The EEOC Office of Compliance will refer certain plants and/or companies other than the above mentioned to the Department of Justice for pattern or practice suits.

3. The North Carolina Good Neighbor Council will conduct the follow-up program in North Carolina only for the plants and companies that are not included in either 1 or 2 above.

Buy U.S. Savings Bonds Regularly on the Payroll Savings Plan

4. The Atlanta Regional Office of the EEOC will conduct the follow-up program in South Carolina only for plants and/or companies that are not included in either 1 or 2 above.

5. The Program Planning and Review Division of the EEOC will inform other government agencies about each of the proposed follow-up programs and invite them to participate to the extent that their Title 6 programs relate to the situation.

In a meeting on March 1, 1967, with the Office of Technical Assistance, Mr. Hobson gave a broad outline of the OFCC Compliance Program and the procedure which will be followed in the Textile follow-up. Our understanding of the OFCC program and procedure is set forth in the report of that meeting which was sent to Mr. Hobson.

Enclosed herewith is a copy of a memorandum dated March 9, 1967, to me from the Director of the Office of Technical Assistance, which outlines the role of the OTA in the overall affirmative action program.

The Office of Technical Assistance will keep you informed concerning the various phases of the program which relate directly to your program, especially concerning the proposed "kick-off" session to be held in Charlotte within a few weeks. Meanwhile, if the OFCC adopts Mr. Hobson suggestions that the Secretary of Labor call in the "big ten" textile companies to inform them about the OFCC enforcement program, I hope that the EEOC will be advised.

Any comments or reactions to the above or to the attached report would be welcome.

We look forward to more than satisfactory results from this pentagonal program. We believe that the OFCC - EEOC Compliance programs and the EEOC referrals to the Department of Justice when coupled with the overall Federal agency support program, will provide the catalyst for effective results from the persuasive program that the North Carolina Good Neighbor Council will pursue.

Enclosure

cc: Mr. Hobson
Task Force Members
SFoshee:sow. 3-14-67

OPTIONAL FORM NO. 10
MAY 1962 EDITION
GSA GEN. REG. NO. 27
5010-107

UNITED STATES GOVERNMENT

Memorandum

TO : Samuel C. Jackson
Commissioner

DATE: March 9, 1967

FROM : William J. Kendrick, Director
Office of Technical Assistance

SUBJECT: Textile Follow-Up

Pursuant to your request, I am setting forth below my understanding of the role of the OTA in the textile follow-up:

1. The Deputy Director will be available to advise and coordinate all operating groups involved - OFCC, NCGNC and the Atlanta Regional Office. A Technical Assistance staff member will be available for on-the-scene assistance when requested.

2. Technical Assistance will arrange a "kick-off" session in Charlotte on April 15 (tentative).

3. Technical Assistance will conduct quarterly assessment meetings to check on progress and make changes where needed. Also, quarterly reports will be made to the Commission by Technical Assistance.

4. Technical Assistance staff will help the Atlanta Regional Office in putting together materials on South Carolina facilities, indicating pertinent data, including prior involvement with the Federal Government.

5. Technical Assistance will give support to OFCC if statewide or area meetings of the "big ten" are to be arranged.

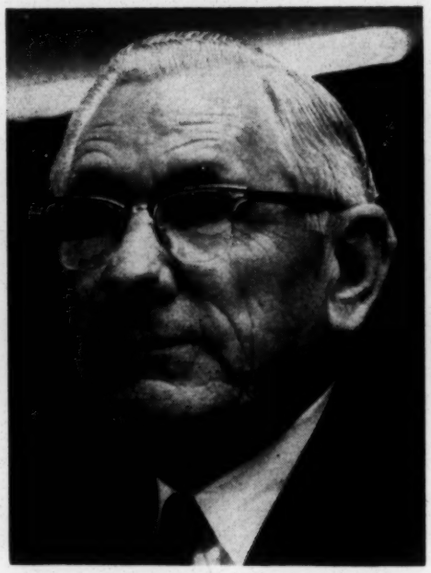
6. Technical Assistance will work with the Negro community by helping to arrange meetings of community leaders, if that is agreed to.

7. Technical Assistance will cooperate with the Program Review Division re the Federal Programs aspect.

8. Technical Assistance will assist Public Affairs in the preparation of and designation of persons to receive published materials.

cc: Task Force Members

Buy U.S. Savings Bonds Regularly on the Payroll Savings Plan



Delegation that will visit White House soon will include David Dubinsky, I. W. Abel, and TWUA's William Pollock.

LABOR

Textile Project

Can AFL-CIO win its textile siege?

Federation leaders will ask President Johnson to cut off defense contracts from nation's second largest textile company if it won't stop 'illegally' barring union organization

"In the spring of 1963, the Textile Workers Union of America, AFL-CIO, began a campaign to organize employees of the respondent, J. P. Stevens & Co., Inc. . . ." So read the legal documents describing the opening of labor's latest bid to penetrate the largest segment of industrial territory still left unorganized, the Southern textile industry.

Four years later, the battle still rages—unsuccessfully for the union. It has evolved into one of the bitterest union-management contests in modern American history. It has been waged in the score of Stevens textile plants in the South, through the processes of the National Labor Relations Board, and in the federal courts.

Now, AFL-CIO has moved the contest to another arena. Within the next few weeks, a committee of four labor leaders—AFL-CIO President George Meany, and Vice-Presidents I. W. Abel, David Dubinsky, and William Pollock, the last-named head of TWUA—will meet with President Johnson. They will urge him to issue an executive order that would lead to cutting off Stevens' substantial defense contracts. These total $62-million, almost 8% of sales.

Basis. The four unionists will argue that Stevens should be ineligible for government contracts because of its policy of "deliberately and crassly violating" the Taft-Hartley Act. They base their argument on the government's power to withhold defense contracts from companies that violate federal anti-bias rules. It can do the same for violators of NLRB orders, they say.

The NLRB has found Stevens guilty of unfair labor practices in illegally discharging workers who have supported the union cause in company plants. The latest board decision, several weeks ago, said "the record before us [is] replete with examples of unlawful attempts . . . to wean individual employees away from the union or to prevent them from joining it."

But the board has refused to order the company to negotiate with TWUA, noting that the union never has managed to demonstrate majority support among the employees. The company has won all elections.

Several of these elections were later voided by the board itself on the ground that Stevens' interference prevented free expression of the workers' will. But ruling that an anti-union vote wasn't valid isn't the same as ruling that the vote would have been pro-union under fairer circumstances. So the union is left with a record of no wins.

Law-abiding. TWUA's frustration at failure to win representation rights has been compounded by the company's persistence in appealing its losing unfair labor practice cases to the courts. Some board rulings have been reversed and others are still moving slowly through legal channels. Even if they are upheld eventually, implementation will have been delayed for many years.

The company, for its part, says it takes "strong exception to the accusation by the union, supported by the NLRB, that we are breaking the law. We are law-abiding citizens. We will abide by the decisions handed down by the courts."

In taking their appeal directly to the White House, AFL-CIO officials are putting the President on something of a spot. The comptroller general rejected a similar request last year, ruling that the government had no legal authority to withhold con-

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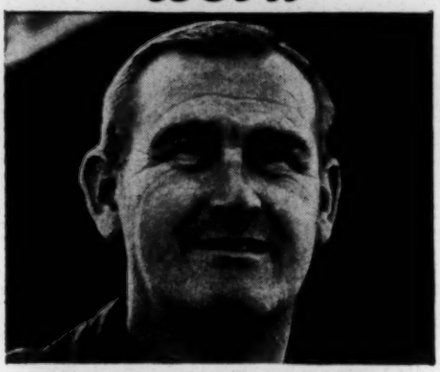
Our men are good at temporary work



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In addition to magnetic door gaskets, we custom mold, extrude and fabricate hundreds of other thermoplastic components for automobiles, refrigerators, television sets, washers, hair dryers and countless other end products. We specialize in problem solving, extruding the "impossible shapes," and large runs of quality moldings to your rigid specifications. We are sure you will find our work and our costs to your liking. Box 220 BW, Seymour, Indiana 47274.

H. O. CANFIELD
COMPANY OF INDIANA, INC.

tracts from companies the NLRB found to be in violation of the Taft-Hartley Act. Aside from the legalities, Pentagon officials were reluctant to adopt such a procedure against a major defense contractor supplying uniforms for Vietnam. Privately, some concede that such an action against a prominent Southern firm might arouse resistance in Congress, particularly among members of appropriations committees from the region.

Last bastion. But labor's stake in the Stevens campaign apparently is too high for it to accept the situation without a fight. The Stevens campaign is the biggest Southern organizing drive since the unsuccessful "Operation Dixie" of the 1950s. Stevens holds No. 2 rank in the textile industry. It employs 60,000 workers in some 40 plants, mostly in North and South Carolina.

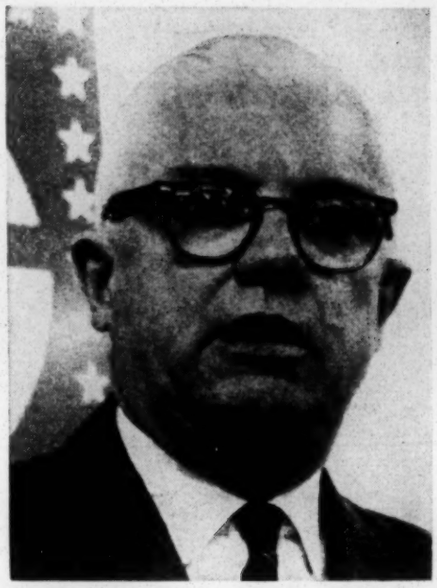
According to TWUA, "the Southern textile industry is the last bastion of anti-unionism among major American industries." Stevens is important as a possible precedent.

Union spokesmen note that TWUA, which bargains for 210,000 workers in all, represents only 60,000 of the South's 600,000 textile workers. They blame the industry's intransigent anti-unionism for this weak showing.

Vendetta? The best-known Stevens case—and the first to go through the entire NLRB processes—involved 71 workers whom the board ruled had been fired for union activity; it ordered them reinstated. In a second case, the NLRB held that the company had illegally discharged 18 other workers who had testified in favor of the union in the first case. The company declined to reinstate anyone pending final disposal of its appeals. NLRB's attempts to enjoin the firings, pending final decisions by the courts, were rejected in appeals court.

The company cites these decisions as evidence that the courts uphold its actions. It calls the AFL-CIO appeal to President Johnson the result of a vendetta, caused possibly by the union's failure to win any elections. It emphasizes that "Congress has never given the executive branch of the government authority to cancel or reject bids of a company for alleged non-compliance with rulings of the NLRB."

Incentive. The union argues that time-consuming legal challenges cripple its organizing. "If a man's fired for union activity, and three years later he's still waiting to be hired despite NLRB orders, that's no incentive for anyone else to vote for the union," a spokesman says.



Robert Stevens, president of textile giant, is former Secretary of the Army.

The union position received an unexpected boost recently in a ruling by NLRB trial examiner Boyd Leedom. Leedom—a former board member appointed by President Eisenhower—said: "It begins to appear doubtful if any remedy legitimately devised within the framework of the Labor-Management Relations Act [Taft-Hartley] will right the wrongs of an employer who persists in violations in the way the respondent has persisted."

In what might be construed as support for the contract-cancellation proposal, Leedom said: "Conceivably other arms of government, with a different approach, may have to take action if this respondent's employees' rights are ever to be effectively enforced."

Unusual. NLRB itself has taken unusual steps in the Stevens case, going beyond the conventional cease-and-desist orders. A ruling earlier this month ordered the company to furnish TWUA with the names and addresses of all its workers in North and South Carolina.

Since the company "carried on a long campaign of illegal intimidation . . ." the names and addresses of employees will enable the union to present its views "in an atmosphere relatively free of restraint and coercion," the board said.

The company, for its part, can't understand what all the fuss is about. Says President Robert T. Stevens: "I don't understand why the union is trying to do this. Because if the effort succeeds, it would hurt the very employees the union says it is trying to help and also would impede the flow of supplies to our military forces in Vietnam." **End**

memo from jean fairfax

TO: EMORY VIA 3/29/67

RE: SOUTH CAROLINA

Hayes Mizell made some phone calls for us and has produced some helpful information. Thisis not a substitute for visits but there certainly is indication of resources in the state.

See you Tuesday.

J.F.

EV add -

James W. Robinson -
U of S.C. Econ - Sept, 1967

Wm Wesson, Prof Econ,
U of S.C. - Econ -

FROM: HAYES MIZELL
American Friends Service Committee
704 Columbia Building
Columbia, South Carolina 29201

1. Technical Education Committee, Rutledge Building, Columbia, S.C.

Telephone conversation with Mr. Jerry Ketter
TEC Curriculum Specialist
(803) 758-3171

Mr. Ketter said that there are at present three Technical Education Centers which have a textile curriculum. The largest and most successful of these is the Greenville TEC center. There is one in Spartanburg which once had a textile curriculum which was well received but it then went out of existence. The textile curriculum at the Spartanburg center is now in the process of being revived, however. There is also a TEC center in York which has a textile curriculum. Mr. Ketter had no idea as to how many Negroes had been involved in the textile training programs, but he said this information probably could be obtained from the individual TEC centers. He said that it was generally true that because of the high TEC entrance requirements there were not many Negroes enrolled in their programs.

Telephone conversation with Mr. Leroy E. Miller
Textile Specialist
TEC Special School Division
(803) 758-3171

Mr. Miller is with that division of TEC which sets up special classes to train persons for the skills required either by new industry coming into the state or industry already present in the state which wishes to expand. This division is one of the features of TEC designed to encourage new industry to locate in the state. The state is able to say to the industrialist, "We will help you recruit labor and then we will give that labor the job training in the skills you require for your plant." Mr. Miller says that he has been involved in a number of such training programs for the textile industry. The job applicants are apparently recruited and screened by the Employment Security Commission, with the assistance of the requirements of the specific manufacturer. A manufacturer may, therefore, have the ESC use some of the manufacturer's criteria for employment. Mr. Miller says that from what he has seen the employers in the textile industry are eager to find Negro employees. He says that the special schools classes which he knows about ranged from 10% to 50% Negro. He pointed out that these classes were not all for highly skilled positions. Miller also said that he has seen few Negroes in supervisory or semi-management positions but has seen some in a position he termed "instructor." He said that this was a level somewhat above the regular employee position. Miller said that employers have had some problem in getting Negroes to apply for the better jobs in textile plants. I think this man probably has a good deal of first hand information and would be worth talking with further.

2. Employment Guidance Center, 1519 Gervais Street, Columbia, S.C.

Telephone conversation with Mr. Ed Zobel
Director of Employment
(803) 252-4373

From the new Columbia Annual Report:
"The Columbia City Council in 1963 appointed 50 Columbians to a Community Relations Council for the purpose of dealing with problems connected with Human Relations. After activity in several fields of Community Relations, the Council determined that the greatest need of our Negro citizens was directly connected with economics and job opportunities. As a result, the Community Relations Council in December of 1965 established the Employment Guidance Center at 1519 Gervais Street.

"The Center is financed as a demonstration project by the U.S. Department of Labor and is primarily concerned with locating qualified Negro applicants for local employment opportunities. The Center operates with a staff of twelve persons and during the first nine months of operation served more than 3,000 applicants, made 1,700 referrals and over 400 placements. Of these 400 placements a large percentage were in jobs held by Negroes ~~held~~ for the first time. The Center has been so successful that it has now been funded for a second year."

?

Mr. Zobel said that the Center places persons in Richland and Lexington counties. He said that employers come to them and request people for certain jobs. The Center then tries to find people for those jobs. The program has been very successful and the turnover after employment has been less than ½ of 1%. He said that they have made placements within the local textile industry though he could not give me specific information as to how many Negroes had been employed in the industry or what positions they had filled. He said he would be glad to check into this if he was requested to do so, or he would be glad to go over his data with me if I wanted to drop by.

3. Project ASSIST, Columbia Urban League, 1920 Blossom St., Columbia, South Carolina

Relate to Roy W. & Coleman's participation in St effort
Labor dept. Financing?

Telephone conversation with Mr. Grover C. Jenkins
Area Coordinator of Project ASSIST
(803) 256-3666

Mr. Jenkins and I did not communicate too well, but apparently Project ASSIST operates under the aegis of the Urban League but is not actually of it. The Urban League per se will start functioning in about three weeks and will be staffed by three people. ASSIST is geared to aid persons ages 16 to 35 who are high school graduates and college dropouts in finding employment. These persons can be either unemployed or underemployed. The program gives the individuals concentrated orientation in

testing but will also deal with such things as how to approach an employer, management of finances, etc. The program is only for two years and expects to handle about 100 individuals (though Jenkins was kind of fuzzy about that.) There will be a 12 week curriculum for each class, with about 25 persons in each class. Jenkins said that at first they are concentrating on placing persons in local, state, and federal government jobs but that industry will be included. He said that he would contact some textile industries if he had some leads, and, in fact, he hopes to be making industry contacts in the near future.

4. Project T-Square, South Carolina Economic Opportunity Board, Columbia Hotel, Columbia, South Carolina

Telephone conversation with Mr. Earl Coblyn
Project T-Square
Task Force Associate
(803) 252-0240

— worked with Inc Fund & AFSC on School Desegr — Negro lawyer

How related to TEC — will they administer

After a great deal of planning and organization T-Square (Training for Tomorrow) has been funded for $1.4 million. They hope to receive a great deal more money (eventually about $20 million) from OEO, Labor, and OE. There is some question as to whether or not they will get all of this but they are going on the assumption that they will. The program is vastly complex and there are very few people who really understand it. Earl Coblyn has been in on the development of the program almost from the beginning.

The first T-Square Center will open in Florence in the near future. It will service a number of "satellite centers" and these will be located in Marion, Marlboro, Dillon and Chesterfield counties. The Florence center should be in operation sometime in April. Probably in May the Sumter center will open with satellites in Lee, Williamsburg, and Clarendon counties. Earl says that it will be the aim of T-Square to place their trainees in the best positions. He said that there are certain built-in disadvantages in the textile industry which will not make it a good industry in which to place the trainees. He cited the traditional low pay, low skills, few opportunities for advancement, and the limited choice of jobs and skills as factors. He did say that they would work with the textile industry and if approached by textile employers they would try to place individuals in the textile industry if it was in the best interests of the individual. He seemed to feel, however, that there are bountiful opportunities in other industries which do not carry with them the built-in problems of the textile industry. Earl said, by the way, that they were in the process of preparing some materials concerning their plans and some statistical data for Harold Cramer at the EEOC in Atlanta, this is in regard to textiles.

good.

Earl also said that he has spoken with Wade Martin about the few number of Negroes in TEC programs. He said that TEC's point of view is that of the top 15% of high school graduates , 10% go to college and TEC tries to get the other 5%. This, as reflected in TEC's high entrance qualifications and curriculum, automatically eliminates mosts Negroes.

will this carry over to T 2

April 7, 1967

Dr. Leslie W. Dunbar
Executive Director
The Field Foundation
250 Park Avenue
New York, New York 10017

Dear Dr. Dunbar:

The enclosed proposal is submitted to the Field Foundation on behalf of the six agencies listed in it. We are sorry for the rush in getting a proposal to you, but we ourselves have worked diligently in attempting to meet what we consider a special opportunity for an effective program in developing the employment of Negroes in the textile industry.

You will note we have left open the question of which agency would be the actual recipient of funds. This matter can be resolved without difficulty among ourselves and with the Foundation. Similarly, we are suggesting that the grant be made conditional upon securing a competent staff person.

You understand, of course, from our conversation and this proposal that the matter of timing which has occasioned the haste has not been of our own making.

We greatly appreciate the Foundation's consideration of the proposal. Please do not hesitate to be in touch with me if there is further information which you would like to have.

Sincerely,

Emory F. Via, Director
Labor Program

Enc. EFV/km

April 8, 1967

Mr. Leslie W. Dunbar
Executive Director
Field Foundation
250 Park Avenue
New York, New York

Dear Les:

I have somehow failed to underscore in the proposal our intention to make South Carolina our chief target because of the role to be played by the North Carolina Good Neighbor Council. We will, of course, focus on both states, but it is envisioned that our main operating activity will be in South Carolina. This helps narrow our focus and is in line with what the agencies have agreed to and my conversation with you.

Sincerely,

Emory F. Via, Director
Labor Program

Department of Justice

FOR IMMEDIATE RELEASE
FRIDAY, APRIL 14, 1967

The Department of Justice today charged a Columbus, Ohio local of the International Brotherhood of Electrical Workers with refusing to accept Negroes as members.

Attorney General Ramsey Clark said the civil complaint was filed in United States District Court in Columbus, asserting that Local 683 violated the Equal Employment Opportunity Section of the 1964 Civil Rights Act.

The complaint said the Local has a policy and practice of discriminating against Negroes, and has failed to recruit and accept Negroes as members on the same basis as whites.

All of the Local's 706 members and 91 apprentices are white, the suit said. The Local controls a substantial part of job opportunities for electrical workers in the Columbus area, it added.

The complaint asked for preliminary and permanent court orders forbidding the Local to discriminate because of race or to fail to take steps to eliminate the effects of past discrimination.

Under Title VII of the Act, the Equal Employment Opportunity Section, the Attorney General may seek court relief when he "has reasonable cause to believe that any person or group of persons is engaged in a pattern or practice of resistance to the full employment of any of the rights secured" by the act.

THE FIELD FOUNDATION
250 PARK AVENUE
NEW YORK 17

April 21, 1967

Mr. Emory Via
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Emory:

Confirming our telephone conversation of April 18, I am glad to be able to inform you that the Foundation, at a recent meeting and in response to your proposal of April 7, 1967, has agreed to support the joint project aimed at desegregating the textile industry of the Carolinas, particularly that of South Carolina. The Foundation took this action with the understanding that this was to be a joint project of the NAACP Legal Defense and Educational Fund, the Southern Office of the National Urban League, Penn Community Services, the Southern Office of the AFL-CIO Civil Rights Department, the Southern Rural Training Project of the Citizens' Crusade Against Poverty, and the Southern Regional Council.

You will need to notify us as to which of these organizations (all but one of which is tax exempt) will be asked to administer the grant.

When you have appointed a staff director I think we could then look forward to having from him, or her, a budget. In any event, the Foundation's contribution cannot exceed $25,000.

Good luck.

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD:cpm

CONFERENCE ON

TEXTILE WORKERS' RIGHTS

DATE: Sunday, April 23, 1967

TIME: Beginning at 10:00 A. M.

PLACE: Caesar Cone Elementary School
2501 Church Street
Greensboro, North Carolina

— — The textile companies have always been on a first-name basis with each other. It's time the textile workers got on a first-name basis, too.

Forty-five percent of all production workers in North Carolina work for textile companies.

The textile industry is the last major basic industry remaining unorganized.

One out of every three textile workers in this state earns wages under the poverty level established by the federal government.

The Southern textile industry has systematically denied workers' rights granted by the National Labor Relations Act of 1935.

The textile industry is responsible, in the greatest part, for the low wages and other related problems confronting this state. Yet, in their national advertising, the industry portrays itself as modern, fair, progressive and forward looking!

THE PURPOSES OF THIS CONFERENCE ARE:

- **To give textile workers from different plants and companies the chance to get to know each other and to find out what the common problems are in each plant.**
- **To give textile workers a chance to tell the truth about the industry to concerned people such as students, ministers, and college professors.**
- **To give textile workers and concerned citizens the chance to begin planning ways to break through the wall the companies have built between workers and their basic rights.**

CONFERENCE SCHEDULE

10:00 A.M.
Registration at the Caesar Cone School

10:30 A.M.
Worship Service

11:15 A.M.
Address: "The Conspiracy of the Textile Industry"

Reports from each mill represented

12:45 P.M.
Break

1:00 P.M.
Lunch in small groups to discuss the denial of rights to textile workers in the state

2:30 P.M.
Break

3:00 P.M.
Small meetings by occupation to discuss plans for the future

4:00 P.M.
Reports from the small groups and announcements of plans from each mill. Closing remarks.

5:00 P.M.
Conference ends

5:30 P.M.
Supper for those who can stay

7:00 P.M.
Entertainment

We believe this meeting will be one of the most important developments for textile workers in our state. Now is the time for workers to obtain a decent standard of living. By joining hands with each other, we can secure our rights for ourselves and for our children. Please plan to attend this meeting.

CONFERENCE PLANNING COMMITTEE

TOMMY SHORE
Union Committee
Chatham Mfg. Co.
Elkin, N. C.

BETTY MITCHELL
Local 1391, TWUA
White Oak Plant
Cone Mills Corp.

JAMES BOONE
Local 700, TWUA
Minneola Plant
Cone Mills Corp.

J. B. YOUNTS
Local 295, TWUA
Tabardrey Plant
Cone Mills Corp.

GURNEY STEWARD
Local 121, TWUA
Edna Plant
Cone Mills Corp.

GARLAND WASHAM
Local 1584, TWUA
Salisbury Plant
Cone Mills Corp.

DONALD WILKERSON
Local 1113, TWUA
Granite Finishing Plant
Cone Mills Corp.

JOE SNIPES
Local 259, TWUA
Print Works Plant
Cone Mills Corp.

If you can attend the conference, please fill out this slip and give it to your shop steward or mail to:

Conference on Textile Workers' Rights
404 State Street
Greensboro, North Carolina 27405

Name: _____

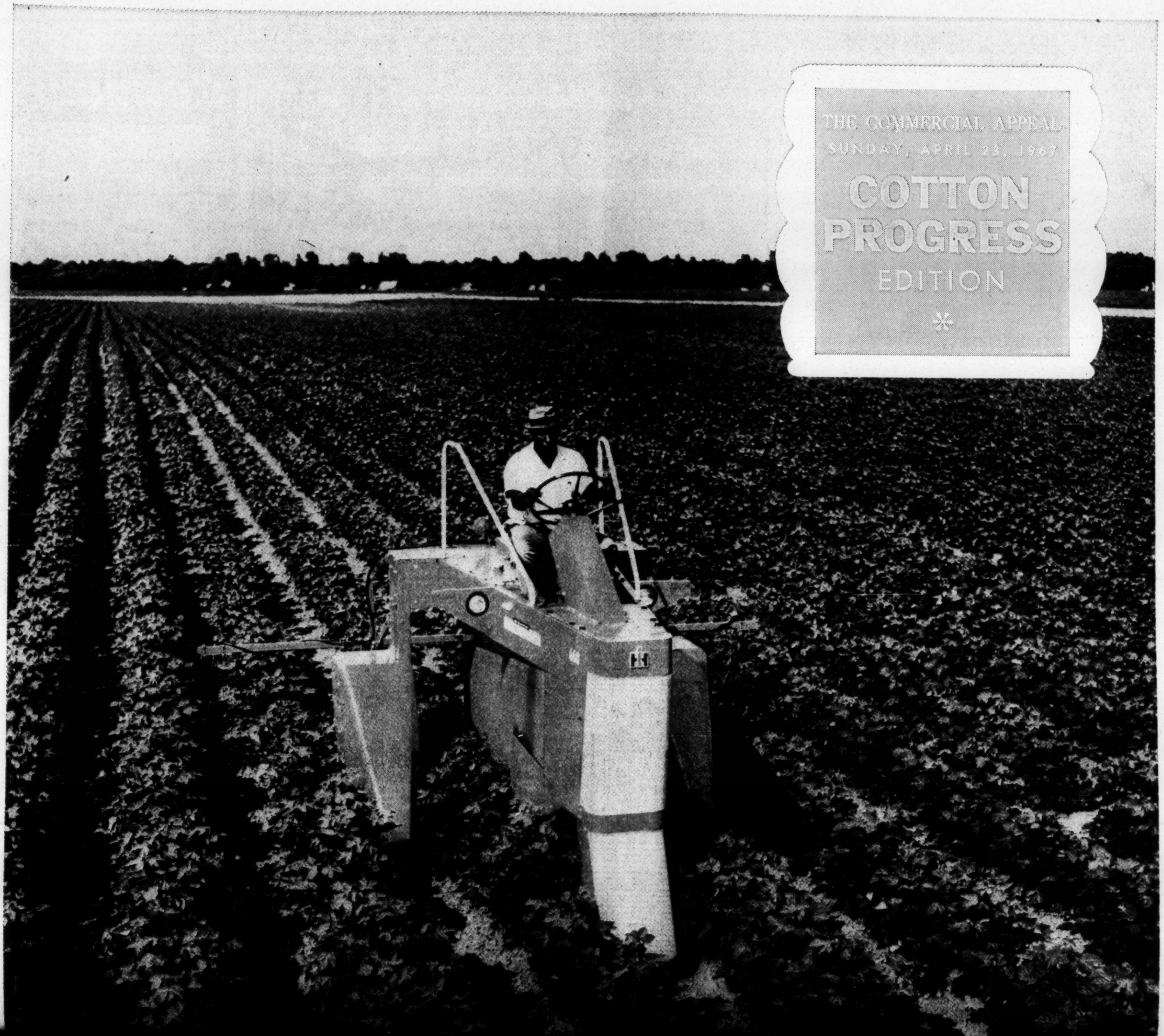
Address: _____

City: _____ Telephone: _____

Plant: _____ Shift: _____

If you do not work in a mill, please give your occupation:

_____



THE COMMERCIAL APPEAL
SUNDAY, APRIL 23, 1967

COTTON PROGRESS EDITION

*

Huge red monsters move over the fields, where once the bent backs of farm laborers numbered in the hundreds.

Cotton's technology, from the seed to the suit, has advanced past the crawling stage. It's now reaching for the speed of sound.

New ways are in the fields, and newer ways are on the drawing boards to take their places, to combat the growing threats to the cotton industry—acreage allotments, synthetic fibers, overseas competition. Cotton is still king in the Mid-South, but he fights a never-ending battle to keep his throne secure.

Two goals stand at the end of every cotton row—cut the cost per pound of production, and improve the quality of the fiber. And cotton farmers everywhere have learned they can do neither with the old ways of hand-picking, hand-hoeing and hit-or-miss pest control.

The high-clearance carrier pictured above is one of the answers. Among the newest weapons in King Cotton's arsenal, it looks like a tractor, it drives like a tractor and it handles like a tractor. But that appearance is deceiving.

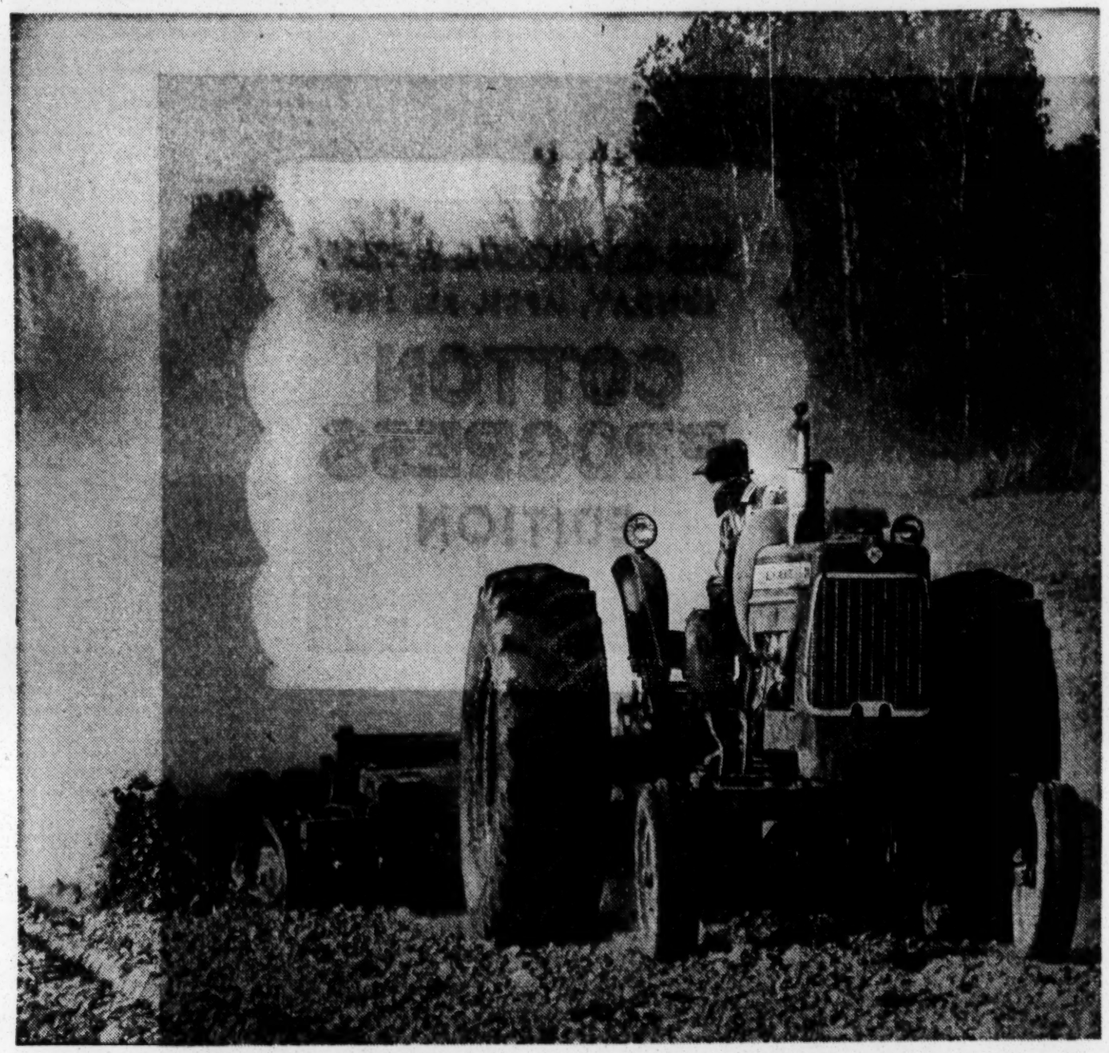
The rear axle is a full five feet off the ground, to allow it to skim over the tops of crops while applying late-season chemicals for insect and weed control, defoliation and desiccation. It can be used also for dusting, topping, light tillage and hauling.

Manufactured at the Memphis Works of International Harvester, it carries a 215-gallon chemical tank and is designed to spray 12 rows at the same time. The driver sits far forward, away from chemicals and possible back spray in the wind.

Methods like this put skyscrapers in downtown Memphis, clear slums in Jackson, Miss., build new subdivisions in Little Rock and provide salary increases for the Madison County, Tenn., schoolteacher. The Mid-South economy is married to cotton, and Memphis is the home of the happily wedded couple. Headquarters of the National Cotton Council and the Cotton Exchange, it is the world's largest spot cotton market, and the world's biggest inland cotton market.

The chemical industry, constantly seeking new ways to make better cotton, calls on cotton, cottonseed and cottonseed oil to supply its ingredients for other things. The plastics manufacturers call on cotton. Paper manufacturers use it in many ways, and food manufacturers are exploring ways to make the protein of its seeds palatable.

It is through these expanding demands, as well as the more traditional markets, that cotton continues its reign. And as is any benevolent ruler, it is beloved by its subjects, who use such occasions as the Memphis Cotton Carnival and this annual special section to salute the Mid-South monarch.



DUSTY ROWS—All the progressive farming methods in the world are helpless against the weather, and Mid-South cotton farmers could only keep their fingers crossed, plow parched fields and watch every little rain cloud during this year's planting season. Benny Wright used a handkerchief to cover his face from the choking dust as he ran his tractor on the Austin Farms at Lake Cormorant, Miss. —Staff Photo by Robert Williams

Cottonseed Lunch May Come Soon

Use of cottonseed may be expanded substantially as a result of research now in progress.

Dr. Leonard Smith, National Cotton Council research director, notes that basic research on cottonseed protein hints at big new applications in human food and in industrial uses.

The work is aimed at separating proteins from other seed constituents and toward learning more about the nature and usefulness of the protein component.

Cottonseed protein traditionally finds greatest use in animal feed, especially for cattle and sheep. With the growing world food crisis and an anticipated shortage of proteins, development of a new source would be an accomplishment of the first order, Dr. Smith said.

Institute Aids Farmers

A Memphis-based operation functions as a clearing house for information and ideas on nitrogen fertilizer for more than 1,000 farmers and organizations in 39 states and eight foreign countries.

The operation is the Agricultural Nitrogen Institute with headquarters in the DuPont Building. The name is less than two months old but the organization was founded 17 years ago.

The institute's membership voted in Feburary to change its name from the Agricultural Ammonia Institute so that it would more accurately reflect its purpose.

Founded in December, 1950, it has guided and serviced the nitrogen plant food industry in its greatest period of expansion.

The general purpose of the Institute was to advance the cause of agriculture through latest developments in the nitrogen segment of the fertilizer business.

Hundreds of thousands of authoritative pieces of literature are provided annually by the Institute for use of members.

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DuPont Building. The name is less than two months old but the organization was founded 17 years ago.

The institute's membership voted in Feburary to change its name from the Agricultural Ammonia Institute so that it would more accurately reflect its purpose.

Founded in December, 1950, it has guided and serviced the nitrogen plant food industry in its greatest period of expansion.

The general purpose of the Institute was to advance the cause of agriculture through the accumulation and dissemination of information and knowledge on the use of anhydrous ammonia, a gaseous-liquid, 82 per cent nitrogeneous product being developed as a direct application plant food.

Keith Gaumer of Indianola, Iowa, president of the Institute, said the Institute plans to broaden its functions to extend services in connection with all agricultural nitrogen products.

Reorganization and enlargement of the national headquarters staff is anticipated so that adequate attention can be given to special problems of distributors, producers and equipment manufacturers.

The Institute serves the nitrogen industry in two main areas.

It works with state associations and members in matters concerning legislation, taxation and regulations.

Some of its most effective services involve the accumulation and distribution of technical, agronomic, statistical and promotional information.

Its annual conventions, held in January, bring together some 1,500 industry leaders and dealers interested in keeping abreast of

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Pouring Wool	Bag		88c
Foilback Fiberglass			$29.95 M
Latex Paint	(Inside)		$3.59 Gal.
Refrigerators			$119.95 Up
Color TV			$338 Up

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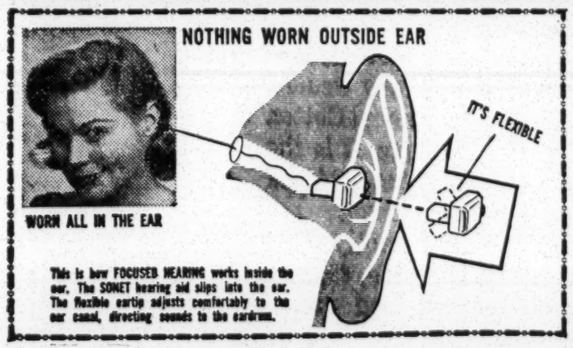
3906 PARK AVE. 323-6214
100 N. HOLLYWOOD 327-4126

confidentially--SHE'S WEARING THE SMALLEST HEARING AID EVER MADE BY SONOTONE



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100% cotton sits, stretches, bends, jumps, romps, relaxes, gives—and takes when you do. It "breathes," absorbs moisture, helps you stay calm and confident. It always feels good next to your skin. It never becomes clammy or sticky. And though cotton pampers you, you never have to pamper cotton. Wash it in the hottest water (cotton comes out really clean). Dry it any way you please (cotton isn't fussy). Iron it without worry (cotton won't melt, discolor or pull at the seams). Even after repeated launderings, cotton things bounce back looking fresh and new, without dingy buildup or leftover odors. For unbeatable comfort and easy care, ask for 100% cotton.

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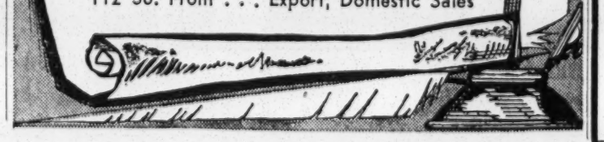

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PERFECT MOTHER'S DAY GIFT to buy now and put away for her very special day, May 14th. Choose from machine washable easy-care fabrics in a captivating collection of tailored, embroidered, ruffled and ruffled eyelet styles. At this Woolco-low price, you'll want to treat yourself to several in pink, blue, and yellow. S-M-L.

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- SHORTIE and REGULAR STYLES

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HERE'S UNDREAMED OF SAVINGS on "bed-time bargains." One low Woolco price buys you either shortsleeve knee-length or longsleeve full-length Cotton-Broadcloth pajamas. Full front piping. Pearlized buttons. Assorted patterns. Sizes A, B, C, D.

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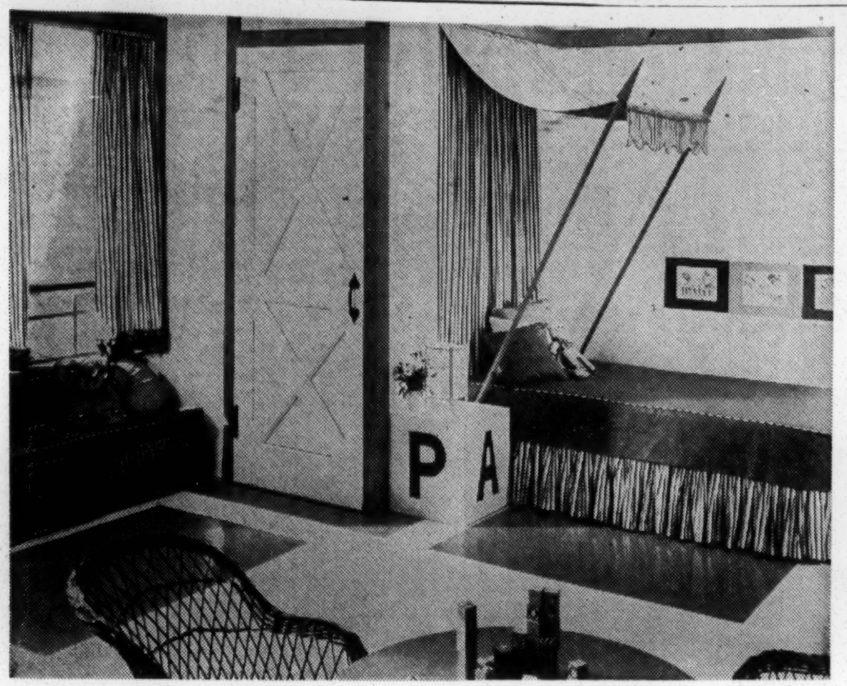


Room With A Message: A Little Girl Lives Here

Mexican Motif Can Brighten Room

From the time the little girl is old enough to have a room of her very own until she's old enough to develop her own preferences and tastes, decorating can be a problem.

But the manufacturers of cotton sheets, pillowcases and decorator cloth, are trying to make it easier.

For a fool-proof decorating scheme, try a Mexican motif. Choose striped and solid sheets in matador pink and palmetto green, for example, and use them lavishly throughout the room. Wicker accessories from across the border can be turned into handy furnishings at minimum cost.

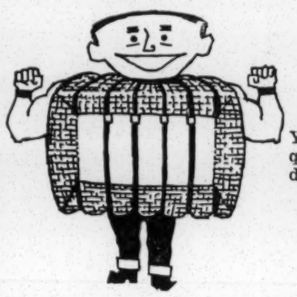
A charming canopy bed effect can be created with sheets and curtain rods. Attach a round curtain rod above the bed just below the ceiling molding. Use wooden slats to form spears on either side of the bed and fasten them together with another round curtain rod.

For the canopy drape, cut a striped sheet the width of the bed and the desired length. Line it with a solid-color sheet for contrast.

Make 1½-inch casings at front and back edges, leaving an extra half-inch of fabric on the front casing for a scalloped drop portion. In place of a headboard, hang a striped sheet as a backdrop from the rod near the ceiling.

Make a fitted bed coverlet from solid green sheets, and use striped sheets for a dust ruffle and contrasting piping for the coverlet. A combination window seat and toy chest can be made from a pair of wicker hampers spanned with cushions slip-covered to match the bed coverlet.

For window interest, try a textured white shade trimmed with green decorator tapes and fringe. Use striped sheets bound with solid green hems for pinch-pleated short draperies.



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Cartel Seeks New Markets

8 Nations Form Group To Raise Cotton Sales In Japan, Europe

The eyes of eight nations are focusing on the potential cotton markets of Japan and Western Europe.

A new multi-nation organization, the International Institute for Cotton, has assumed responsibility for development of the cotton market in these two areas, which comprise 14 major importing nations.

The export nations — The United States, India, Mexico, Spain, Sudan, Tanzania, Uganda and the United Arab Republic — contribute to the Institute on a pro-rated basis of its exports. They have increased basic funds to promote cotton sales in the target areas by $800,000 this year, and should add another million dollars in 1968.

Carl C. Campbell, acting director of Cotton Council International in Washington, said the new group will take over an area formerly handled by CCI.

United States funds are provided by the United States Department of Agriculture, just as with CCI since 1957.

Barberini designs in cool, carefree cotton

The Barberini original, shown, is just one of many dramatic designs in our DeSoto Room collection of dresses, suits and costumes perfect for Cotton Carnival gatherings and for traveling city circuits or around the world. In black wickerweave 100% cotton it is cool, comfortable and carefree . . . the epitome of non-stop nonchalance in faultless fashion. Sleeveless longer jacket over dirndl skirt and black-and-white polka dot blouse, 65.00.

PARAMOUNT PUMPS in shiny black or white Corfam® with crystal clear Lucite heel, 24.00

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Downtown Street

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"In 1967, the total Institute budget for activities in Western Europe and Japan will be 3.3 million dollars, compared to 2.5 million dollars budgeted by CCI for programs in these 14 countries in 1966," Mr. Campbell explained.

This will be used for market studies, advertising, merchandising, sales promotion, and other activities to increase cotton consumption.

CCI will operate a substantial promotion program in Canada and an economic and market research project in India, plus other specialized activities.

"**The Institute's** budget for 1968 will be based on $1 per bale of members' exports to Western Europe and Japan and should approximate 4.5 million dollars," Mr. Campbell said.

"We feel that the Institute will be able to get local industry groups and firms to match cotton's contributions through co-operative activities, just as CCI has done. So in future years a total of nine million dollars or more should be available to help cotton compete in these vital foreign markets."

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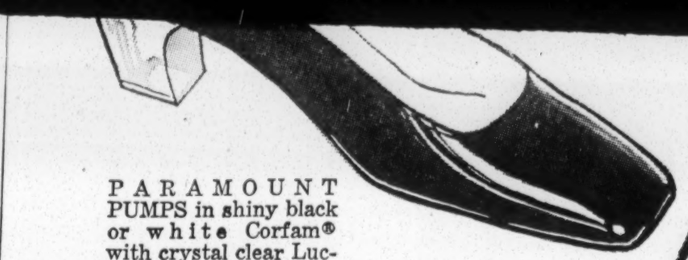

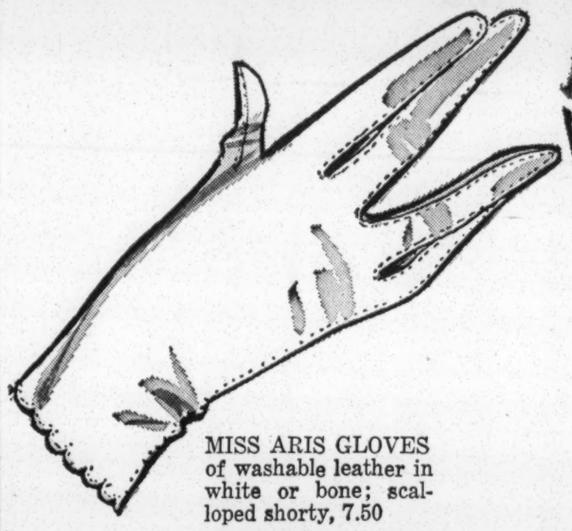

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"MINI" HANDBAG of shiny black patent; extra shoulder strap included, 14.00

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Cotton Comment

It Took A While To Decide Whether It Was Going To Be A Good Or Bad Season—Drouth Made Soybean Planting Popular

By GERALD L. DEARING

The 1966-67 cotton season has been good in some respects, bad in others. Exports have risen and are expected to reach five million bales by the end of the cotton year on July 31. This is a gain of 60 per cent over the 1965-66 season.

Domestic consumption has been stepped up slightly because of the heavy consumer demand and military needs because of Vietnam. The increased offtake, when coupled with the reduced crop in 1966, has cut the surplus by more than five million bales — and a further reduction is indicated for the 1967-68 season.

The cotton year was rough on growers. There was drouth in the early part of the planting season, then rains that persisted until it was too late to plant and special legislation was needed to permit farmers to divert to soybeans and still get credit for having planted cotton. Then there was more drouth, but by Sept. 1 crop prospects were bright. More rains came at harvest time and prolonged growth of cotton. Then a freeze came early in November, following an earlier freeze on the High Plains. Production was cut severely in Alabama, Tennessee, Mississippi, Missouri and Arkansas. The final harvest, 9.6 million bales, was far below the earlier estimate.

Farmers were saved from disaster, however, through production payments on their projected yields and the diversion payments. Both production and diversion payments are higher in 1967 and the acreage diversion is somewhat higher. Planted acreage may be a little lower than last year as the land switched to soybeans in 1966 comes back into production of cotton.

Quality is being stressed in the 1967 crop as never before. The short crop in 1966 and the rising domestic and foreign demand depleted the stocks of Commodity Credit Corporation cotton of supplies which were 1—1-16 inch and longer. Domestic and foreign buyers must turn to the 1967 crop for these cottons. To encourage their growth the USDA lowered the support prices on the shorter staples and increased the premiums for the better cottons.

There have been several new breeds of cotton of unusual strength and staple length developed in recent years and some are just being planted in quality this year. This probably will increase the percentage of quality cottons in the 1967 harvest, assuming moderately normal growing conditions. There is a Coker seed from South Carolina which has unusual strength and profits staples up to 1 5-32 and higher. There is a McNair strain from the same state, which has good strength and not quite so long staple. Georgia has a new cotton which is exceptionally strong that is just coming into production. Both Delta Pine and Stoneville in Mississippi have new varieties. In the far west California is switching to a new variety of Acala and on the Texas High Plains many acres are being planted to varieties which traditionally provide longer staples.

The short supply in 1967 may act as a curb to exports, unless the CCC can sell some of its shorter staple cottons, which still are priced above the market because of price-pegging because of international politics.

The past year has been marked by many developments. There was authorization for the collection of a $1 a bale fee to be used for research and promotion. There was the election of a Cotton Board to collect the fee and the selection of the first buyer of the cotton as the collector. The Cotton Producers Institute was incorporated and reorganized to contract with the cotton board to administer the program after developing it.

Cotton made great progress in the permanent press field, and synthetic fibers lost ground in blends as the comfort factor caused rebellion by buyers for the blends with a majority of synthetic fibers.

The future is one which indicates a short supply, but USDA already has signified it plans to bring about increased acreage in 1968 by making diversion less attractive by reducing or eliminating the payments on voluntary diversion.

The long-range future is hopeful. The oversuppply of synthetics may bring about the sale of the various fibers on a competitive basis, rather by brand names. This would reduce the promotional efforts to push brand names. Cotton in the meantime will be stepping up its promotional and research programs, developing new uses for cottons and pressing for more markets.

Cotton Acreage Planted

(Thousands of acres)

State	1961-65	1966	1967 (Estimated)	Per Cent of 1966 Figure in 1967
North Carolina	401	244	240	98
South Carolina	558	355	345	97
Georgia	664	403	375	93
Tennessee	529	398	370	93
Alabama	877	589	550	93
Missouri	367	255	250	98
Mississippi	1,551	1,032	1,010	98
Arkansas	1,322	930	875	94
Louisiana	552	367	360	98
Oklahoma	640	450	435	97
Texas	6,460	4,265	4,150	97
New Mexico	200	143	134	94
Arizona	387	255	249	98
California	782	632	600	95
Other states*	51	35	32	91

*Virginia, Florida, Illinois, Kentucky and Nevada

Less Tension

When you sew with new all-cotton durable press fabrics, set your machine at ten to twelve stitches per inch. This relaxed tension will eliminate seam pucking. Use a medium machine needle, and sew with regulation mercerized cotton thread, size 50. When you have finished the garment, press all seams with the iron on a hot or cotton setting.

Cotton Acreage To Hit New Low

Cotton acreage over the United States will be below the 10-million-acre mark this year for the first time in a century, based on estimates of the United States Department of Agriculture.

A recent USDA bulletin said growers plan to plant 9,975,000 acres this year. One of the principal reasons for the cutback is the Government's domestic allotment program, begun last year. Even heavier acreage diversion program is expected this year.

Participation in the program was general among growers last year, when the total acreage dropped to 10,353,000 acres, 27 per cent less than 1965. Total acreage from 1961 to 1965 averaged slightly more than 15 million acres.

The 1967 allottment of 16.2 million acres remains the same, but more and more growers elected the 35 per cent diversion plan. Growers in all states except Missouri, New Mexico and California adopted the plan enthusiastically.

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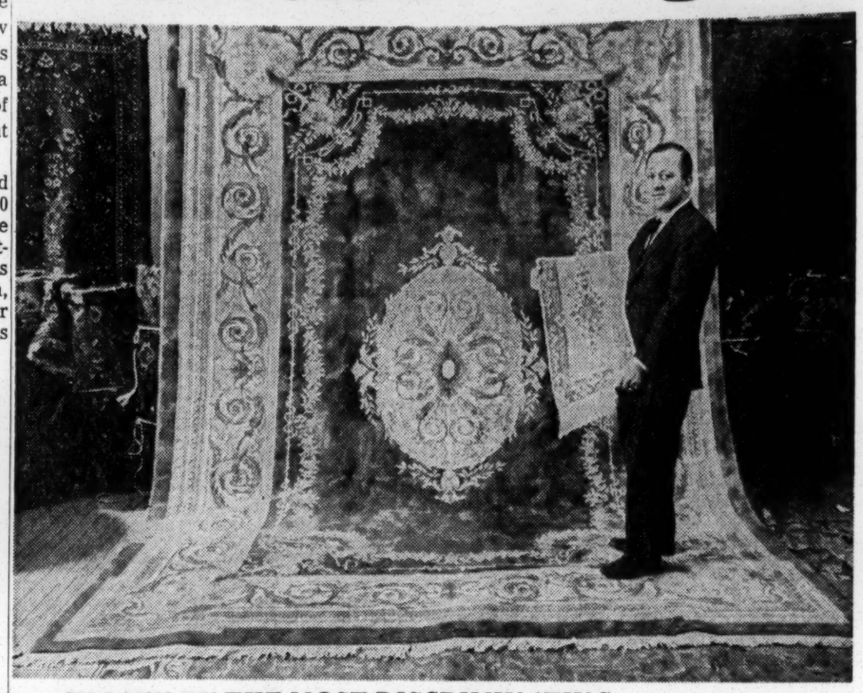

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Quality is being stressed in the 1967 crop as never before. The short crop in 1966 and the rising domestic and foreign demand depleted the stocks of Commodity Credit Corporation cotton of supplies which were 1—1-16 inch and longer. Domestic and foreign buyers must

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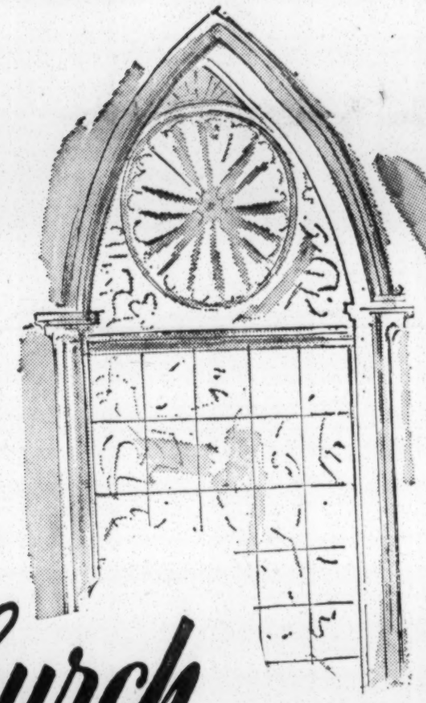

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CATERPILLAR CAMPING — Modern caterpillar-shaped "Prarie Schooner" tent is easy to set up, made of an attractive gray and red cotton canvas that's mildew-resistant and water repellent. It can sleep as many as eight persons on double-decker bunks.

Getting Under Canvas Is Outdoorsman's Dream

It's amazing what they're doing these days with canvas tents.

When women aren't wearing them, the designers are making them more comfortable to live in, for the summer vacationing family that likes to get closer to the woods and streams.

Newest of these is the updated version of the old prairie schooner. Like its early counterpart, it has a dome-shaped roof, but that's the only feature pioneers would recognize.

The modern-day schooner is made of sturdy cotton drill that's water-repellent and mildew-resistant. Its spacious size accommodates eight sleepers on double-decker bunks with room-divider curtains for privacy. A sewn-in ground cloth, zippered storm flaps, access door and screened picture windows are other features of this easy-to-pitch tent.

For the camper who likes to move on from day to day, the tent-trailer is highly practical. On the road, this canvas tent on wheels folds neatly out of sight, leaving the driver's view unobstructed. At the campsite, it folds out into a king-size shelter, roomy enough for six.

For the fashion-conscious, there are even canvas tents styles, in a wide range of sizes.

One of the smallest models available today is the 9-by-9-foot pup tent which is fine for an overnight stay. Suspended over an exterior metal framework, this tent eliminates grappling with the two center poles.

Recognized by its small roof and high sloping sides, the umbrella tent is probably the most popular family style. Its design makes it ideal for crowded campsites, since it requires a comparatively small area of ground room. Pitching it, as with other tents of the suspension type, is a matter of minutes, since it's hung onto the frame with elastic cords.

An old standby is the wall tent, which somehow looks like home to a whole generation of campers. Its sloping roof and low walls have been changed in some models to provide more headroom. These "bungalow" or "cottage" tents can hold six campers with ample room for sleeping, storing gear and family gatherings in the rain.

Most of today's tents come from a family of durable cotton fabrics —duck, drill, twill and poplin — which are known as canvas. When cotton gets wet, the threads swell and close tiny holes even tighter. With the addition of special finishes, cotton canvas has an even greater resistance to wind, rain, and mildew.

Construction features which make modern tents more durable and more comfortable are double-stitched, lap-felled seams and reinforced grommets at points of strain. Full storm flaps on windows, zippered or snapped doors, and sewn-in floors provide additional protection from dampness.

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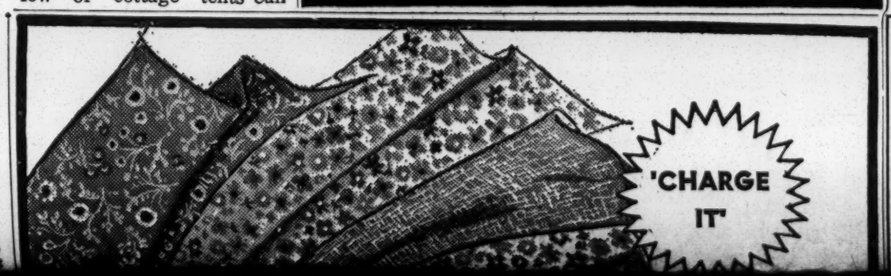

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9 x 12 — $135
10 x 18 — $255

Persian Karajas—3x2 and Indians—4x2
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14.9 x 11, Rust & Ivory, fair 422.00

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For the fashion-conscious, there are even canvas tents in vivid or pastel colors, from pup tents to umbrella

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That's The Place To Wear It This Spring

Bright cotton prints will go to your head this spring. They show up in eye-catching hat fashions shaped to match the Mod mood of the time.

New fabric hat styles range from off-the-face turbans and berets to head-hugging helmets and sporty derbies.

Most "Mod" looking of them all is a cloche made of a vivid cotton print featuring geometric op art designs.

Another new hat design keeps pace with the jungle look in sports wear. It's a derby or "Safari" hat, with snood attached.

Many of the new printed cotton hats come with matching tote bags.

Hog-Tied Sleeves

When you machine-wash your husband's cotton shirts, button cuffs to the front of shirts to keep sleeves from tangling in the wash.

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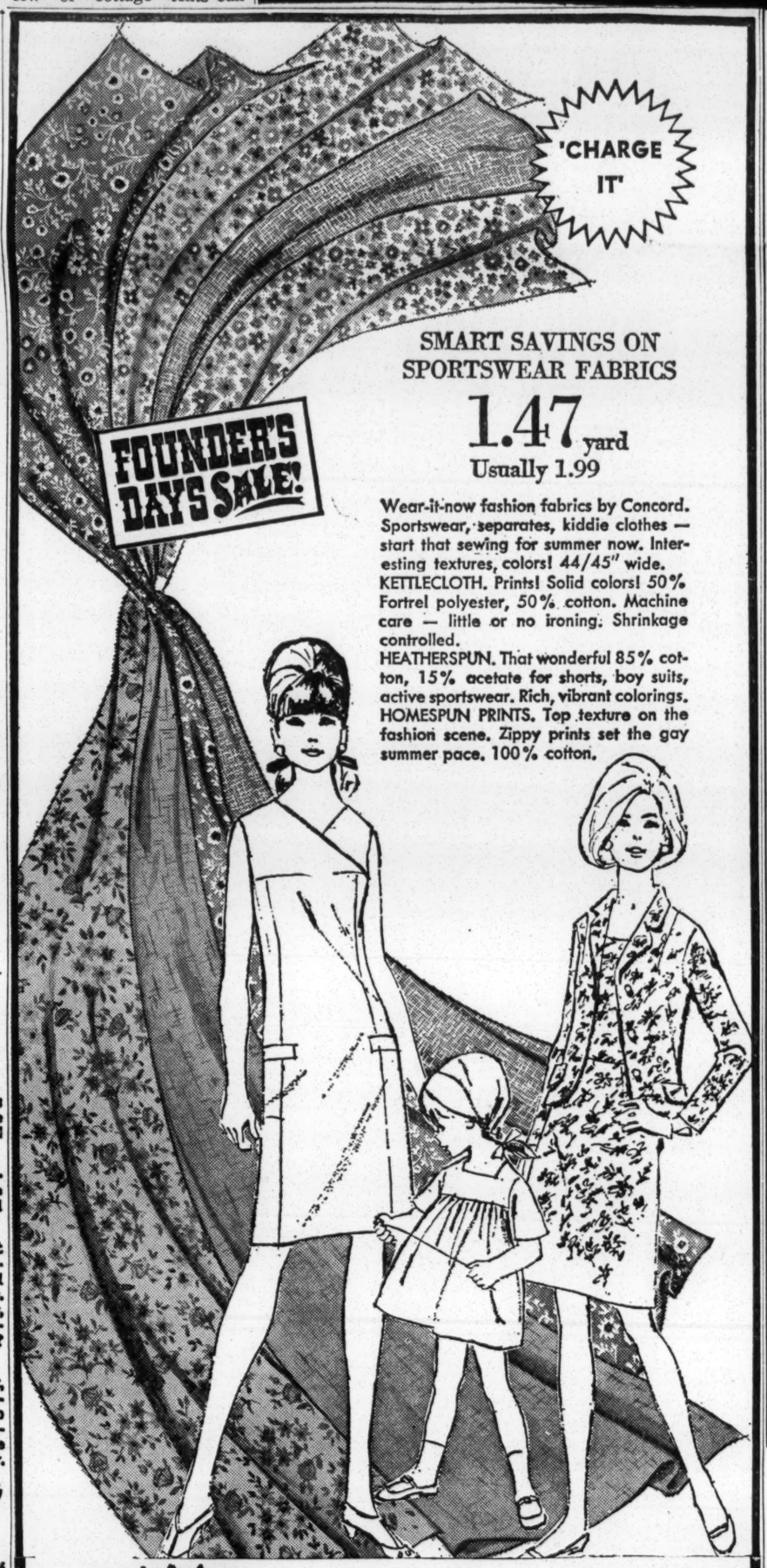

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Jewel Kerman, rose, 10 x 8.2	766.00
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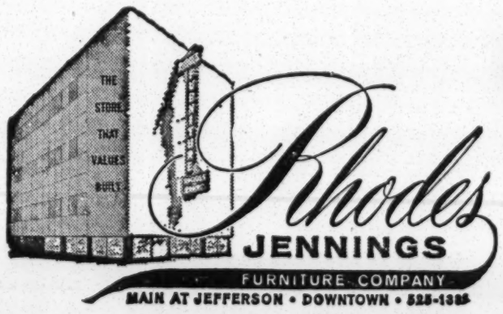

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Maid's Day Off

Being the 1967 Maid of Cotton is fun, and may well be the ambition of every young lady who knows the difference between a bowl and a boll.

But it can have its hectic and exhausting moments as well, as Georgia Pierce, 1967's cotton ambassador, is discovering on her world-wide tour that takes in 35 states, the Caribbean (Trinidad is a major stop), Canada and Ireland. It also takes in the District of Columbia, where she met the President and talked with him about cotton.

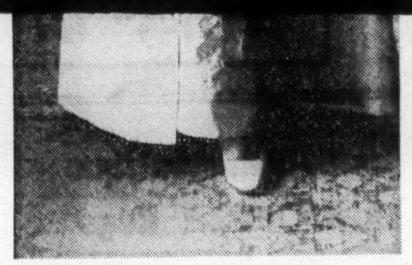
It's a long way from Gastonia, N. C., to Manhattan, N. Y., but she has made the transition easily — thriving on the long fashion shows, fittings, photographic sessions, hastily grabbed sandwiches, short stops at the hairdresser, and learning to live out of a trunk. More than one trunk, actually, because it takes several to accommodate the thousand-dollar wardrobe that accompanies her on her ambassadorial mission.

HEM AND HER—Maid Georgia stopped for a final hem adjustment on the A-line embossed cotton frock before one of her many fashion show appearances. A battery of dressmakers was never far away, just in case.

New York Photographers Liked This Printed Cotton Ottoman Evening Gown

FORMAL TIME — They dressed her in a contemporary evening ensemble by Emma Domb, featuring a collarless caftan coat in

AND INFORMAL—Then she wore a tailored pantsuit by Frank Smith for Evan-Picone, with a long belted



FORMAL TIME — They dressed her in a contemporary evening ensemble by Emma Domb, featuring a collarless caftan coat in white pique, over a wide-collared slim evening gown ornamented with lace flowers.

AND INFORMAL—Then she wore a tailored pantsuit by Frank Smith for Evan-Picone, with a long belted jacket in neutral-colored canvas.

Young And Not-So-Young Fashion Fanciers Watched This Embossed Cotton Evening Dress Carefully

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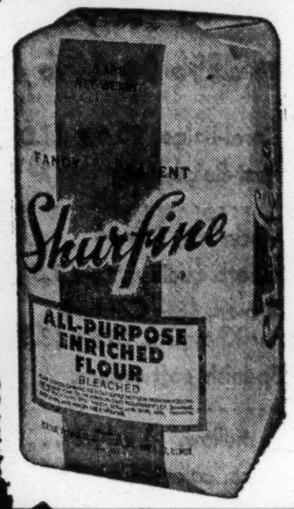

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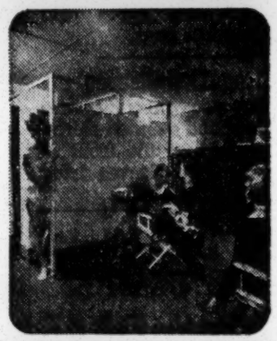

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THE COMMERCIAL APPEAL

Sometimes She Gets Tired Of The Front Of A Camera

Life in front of a camera lens can be grueling, and Maid of Cotton Georgia Pearce has spent a lot of her time in front of them since last December when she was chosen to represent the cotton industry in her travels all over the world.

But sometimes even a Maid of Cotton gets to wondering what those strange people are doing behind those big cameras, so she took one opportunity between poses to go around and ask. The obliging cameraman checked her out on shutters and dark slides and all those other funny-looking things.

Then she donned a bright play dress of novelty cotton, in black and white checks, and went back where she belonged.

Cotton Maid Will Report To Realm Of Carnival

Georgia Kay Pearce, the Carolina Peach selected by the Cotton Kingdom as its 1967 Maid of Cotton, will step out of her traveling shoes long enough Saturday night, May 6, to land in a blaze of pageantry from the royal barge.

The ambitious young beauty from Gastonia, N. C., who for nearly five months has worn the 1967 Maid of Cotton title as easily as a comfortable pair of shoes, will give the traditional report on the exciting places she's visited and the wonderful things she has seen to the Cotton Carnival crowd.

Perhaps the 21-year-old senior from the University of North Carolina will remember best her first appearance as Maid of Cotton at the Cotton Bowl Festival in Dallas on New Year's Day. Or perhaps she'll recall best, and with a grin, her visit to El Paso, where a woman reporter compared her to a frog. The reporter wrote, "Just as surely as tadpoles turn into frogs, former 'tomboys' have a way of turning into shapely beauty queens, the 1967 Maid of Cotton proves."

Before her reign is over, Maid Georgia will have visited 35 United States cities, the Caribbean, Ireland and Canada.

One highlight of her travels came when she was a special guest of President Johnson. She tells about the meeting:

"He shook my hand, then put his arm around my shoulders and said, 'Georgia, I saw your picture in the paper this morning.' "

And the unflappable Cotton Maid smiled up at the Chief Executive and answered, "Yes sir, Mr. President, I've seen your picture in the paper, too."

Ticket Booth Opens Tomorrow

For those who want to watch Cotton Carnival events while sitting down, tickets will go on sale tomorrow at Goldsmith's central ticket office.

Ray Weir Jr., chairman of the stands and tickets committee, said a limited number of reserved seats in the reviewing stands will be made available for the River Pageant, the Children's Parade and the Grand Parade.

Tickets will also be available for the antebellum home and garden tours, Maid of Cotton Fashion Show and Luncheon, Cotton Festival, Junior High Battle of the Bands, and the Senior High Carnival Ball and Breakfast.

Dressed-Up Daisies

To give potted plants a bright new look, cover containers with flower-splashed cotton fabrics or decorate an empty flower pot with a floral cotton, then use it to display matching cut flowers — For instance, fresh-cut daisies in a flower pot covered with a daisy-printed cotton.

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meeting.

"He shook my hand, then put his arm around my shoulders and said, 'Georgia, I saw your picture in the paper this morning.' "

And the unflappable Cotton Maid smiled up at the Chief Executive and answered, "Yes sir, Mr. President, I've seen your picture in the paper, too."

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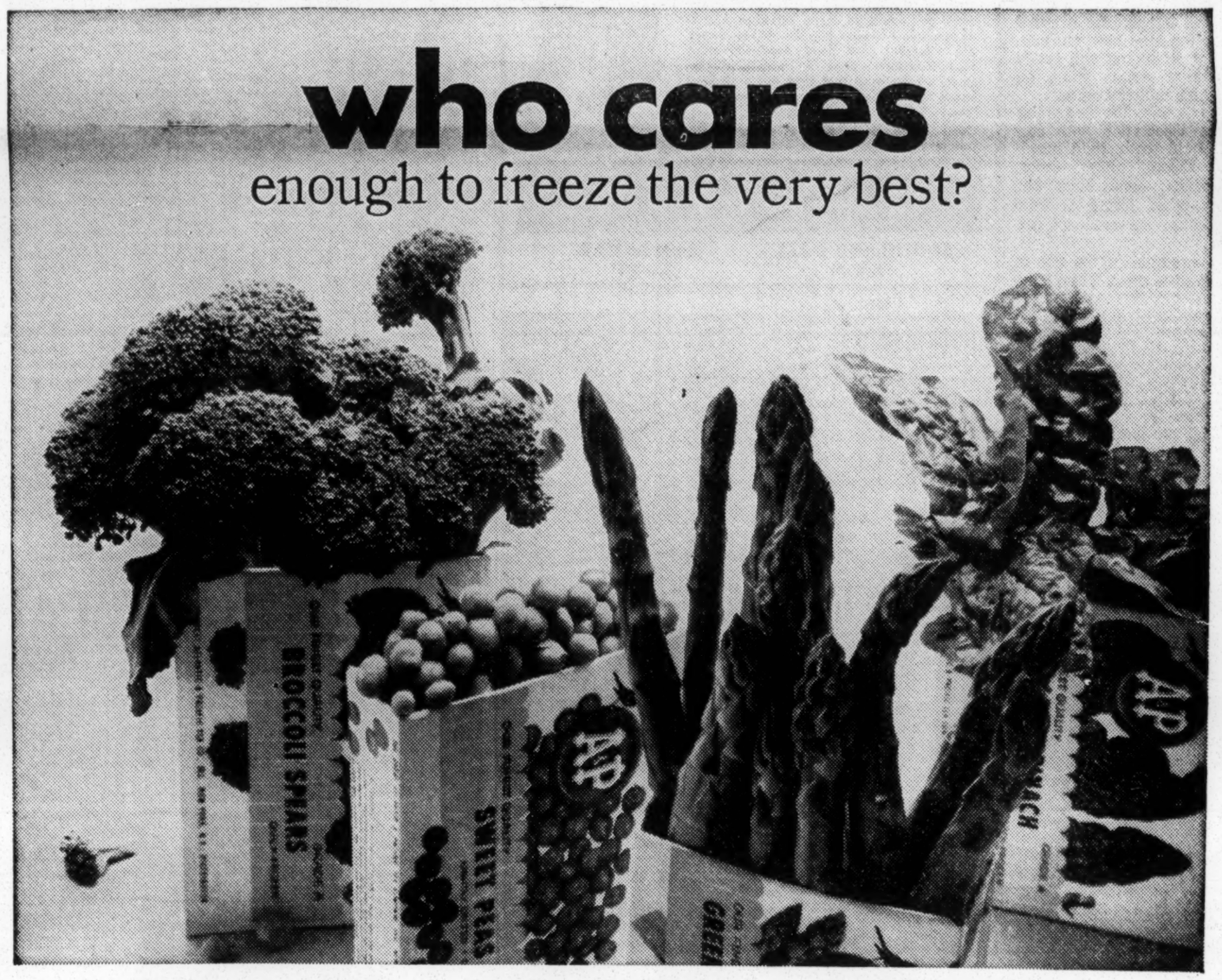

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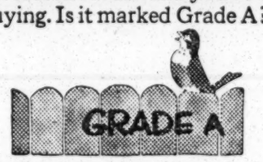

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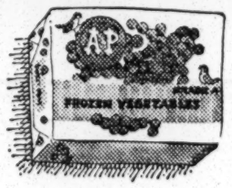

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*Because there are no Grade A standards for certain frozen potatoes, the Grade A stamp must be omitted from these items.

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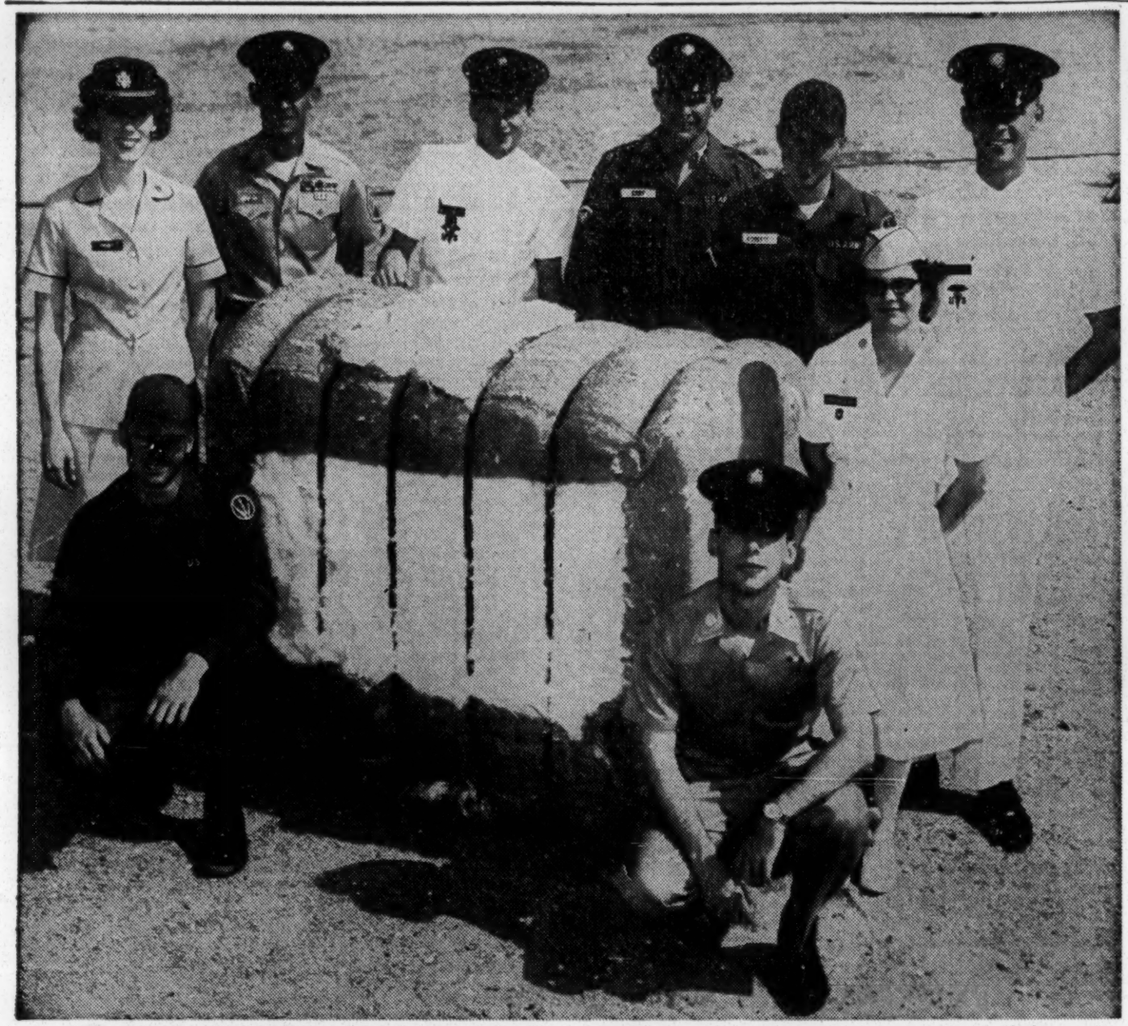

YES, SIR, YES, SIR, ONE BALE FULL—One bale of cotton will supply nine soldiers with complete sets of uniforms and equipment. Clockwise, from lower left, these Army men and women at Fort Bliss, Texas, pose in men's fatigues, women's summer green cord, men's khakis, men's medical whites, field jacket and khakis, fatigues, medical whites, women's medical whites and men's khakis.

Army Picks 9 Recruits To The Bale

The tiny cotton boll, which makes such an important contribution to the agricultural economy of the South, also serves the hundreds of thousands of young Americans in the United States Army — and Air Force and Navy and Marines.

The cotton boll dons the Army olive green at about the same time the new recruit begins his tour of active duty. In his first week in the Army, each new recruit receives 32 pounds of cotton in his clothing issue and another 22 pounds in organizational equipment, such as duffel bags and pup tents.

One 500-pound bale of cotton will supply the original needs for nine new recruits, since each recruit will get 54 pounds of cotton when he starts his military career.

This is just the beginning as, where 1,000 recruits are processed each week. This means the use of more than 100 bales of cotton a week in this one center.

It is estimated that 5,488,063 items of cotton are issued annually at the fort. This breaks down to 365,158 pairs of socks, 359,055 handkerchiefs, 371,074 sets of shirts and trousers, and 184,692 field and service caps.

And this is just original issue. Replacement of clothing and equipment worn out in service or lost in combat increase the demands for cotton for all the years the serviceman is in the Army.

From the uniforms to the flag to the arm patch worn by every soldier, cotton has a fundemental place in the Army.

Cotton Styles Turn To Brighter Prints

Geometrics Are Favorites In Fashion Trend

If you really want to be in style this spring and summer, try breaking into print.

Simplest way is to join the fashion parade of printed cottons. It's clearly an era when all fashions are fit to be printed — not only women's, but men's and children's as well. And this season, with the outlook for bigger prints in brighter colors than ever before, cotton with its natural affinity for color takes on new importance in the fabric world.

Primitive prints are the biggest trend. Textile designers are emphasizing the bright, hot colors and original native designs of primitive tribes in both the old and new Worlds.

Geometrics are the current favorites as prints appear in big new waves of shock colors. Color is what you notice first and what you remember about the prints. Especially predominant are the purples and bright pink tones with quick contrasts of vivid lime and orange. Geometrics used in bright flowing panels look Peruvian-inspired. And when they're used in a series of blocks or squares, they take on a definite Polynesian flavor.

The African influence is notable in the interpretation of wild leaf patterns and gigantic flower motifs. Inspired by authentic tribal prints, they have the look of genuine hand-blocked fabrics. They blaze with strong earth colors: shadings of red, brown, yellow, and green, etched in exotic designs on washable cottons ranging from the coarsely wovens to smooth cotton satins.

Super stripes, circles, dots, and waves are all part of the new print look.

They're Thirsty

When you wash cotton quilts and mattress pads, remember these items are especially absorbent. Use more soap or detergent than you would for ordinary wash loads.

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It is our aim here at Kilgore's to provide the best quality merchandise available for your pet. We feature well-known brands used by dog fanciers all over the world such as:

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For the tropical fish connoisseur, we offer the CRYSTAL "All-glass" aquarium; the best in aerators and filters; and a large and varied selection of tropical fish.

Last, but most important, Kilgore's Pet Shop has available many different breeds of healthy, adorable puppies. While we do not represent that these pups will make champion show dogs or wealth-bringing studs, we do know that they will grab your hearts and bring warm smiles to many faces.

Come by to see us soon at either of our

*WHITEWALLS OPTIONAL AT EXTRA COST ©VOLKSWAGEN OF AMERICA, INC.

recruit begins his tour of active duty. In his first week in the Army, each new recruit receives 32 pounds of cotton in his clothing issue and another 22 pounds in organizational equipment, such as duffel bags and pup tents.

One 500-pound bale of cotton will supply the original needs for nine new recruits, since each recruit will get 54 pounds of cotton when he starts his military career.

This is just the beginning of his association with cotton. Field tents, field hospitals, sheets, pillow cases, tarpaulins, sand bags and many other items of field equipment are made of cotton.

An example of the use of cotton is at Fort Bliss, Tex-

your pet. We feature well-known brands used by dog fanciers all over the world such as:

VITACOAT shampoos and grooming aids.
HOLIDAY flea sprays and powders.
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Export Outlook Goes Up Again

Weather, Insect Problems Create Demand For US Cotton

Cotton export prospects for the 1966-67 crop year appear at mid-season to have improved over the previous year as a result of some unexpected reductions in foreign production.

Leonard Mobley, foreign trade division economist of National Cotton Council, says, "A reasonable estimate may be 4.5 million bales."

"A year ago, many people thought current United States cotton policies to stimulate export demand, expecting lower prices to result in greater free foreign cotton consumption and in reduced cotton acreage abroad. This would have widened the difference between free foreign consumption and production and sharply increased demand for American cotton," Mr. Mobley said.

"It became apparent, however, that given normal climatic and growing conditions, the free foreign crop would expand rather than contract and that there were adverse developments in the consumption outlook, especially in Japan and Western Europe. Early season estimates of United States exports ranged from 3.5 million to four million bales. Exports in the previous season were 2.9 million bales.

"Then the outlook changed again. Hurricane Inez damaged the Mexican crop and other weather and insect problems reduced crop prospects in Syria, India, Egypt and Iran. Instead of an increase of about 700,000 bales in free foreign production over 1965-66, the outlook changed to a probable decrease of 700,000 bales.

"The combination of a smaller foreign crop and a sharply reduced United States crop has also created the unusual situation of a shortage of longer staple upland cotton—the type generally prominent in international trade—amid an apparently larger United States cotton surplus. This shortage of longer staple uplands apparently has caused some importers to buy more than expected in order to build up their stocks.

"Exports will still depend

Industry Leaders Hail $1-A-Bale Vote

Cotton industry leaders have called for a united front of support for the expanded research and promotion program approved by producers in last December's mail referendum.

Final returns, certified by the United States Department of Agriculture, showed 68 per cent of the nation's cotton producers who voted in the referendum approved the proposal of $1 per bale to finance an expanded research and promotion program.

The count showed 183,853 producers voting in favor of the proposal and 86,366 opposed. The act required approval by a two-thirds majority.

Leaders in the cotton industry called for a united push to "make the most of our opportunities," in the dawn of "the brightest long-range outlook in more than a quarter of a century."

Cotton's opportunities were described in a statement by G. C. Cortright Jr. of Rolling Fork, Miss., chairman of the National Cotton Council's board of directors; Norris C. Blackburn of Memphis, Council president; and Russell Giffen of Fresno, Calif., chairman of the board of trustees of the Cotton Producers Institute.

"We have the assurance of a more competitive price with which to rebuild our foreign markets and compete with rayon and foreign growths. And our outlook is further enhanced by the fact that the total market for textile fibers in this country and abroad is growing by leaps and bounds."

In the short run, cotton still faces acute problems, the officials pointed out.

These include "the upsurge in cotton textile imports, the need to furnish our customers with adequate supplies of all qualities of cotton, and another year of sharply reduced production which aggravates the producer's price-cost squeeze and works an extreme hardship on those who provide the vital services in getting raw cotton from the farm to the mill."

Mr. Blackburn warned against a possible tendency to cut back on existing programs.

He said the programs of the National Cotton Council, Cotton Council International, International Institute for Cotton, US Department of Agriculture, land-grant colleges, and private firms interested in cotton research comprise an over-all effort accounting for more than 30 million dollars.

If the supplementary producer fund swells this total by 12 to 15 million and if this can be doubled with matching funds, cotton will have a wonderful chance to compete with synthetics, he predicted.

"But if the result should be a mad scramble to reduce or eliminate other programs with producers expected to fill all the gaps, the net gain could be small or even non-existent."

Borax, Boric Acid Make Cotton Safer

A simple home treatment can be used to make cottons flame resistant.

Use a solution of seven ounces of borax and three ounces of boric acid, dissolved in two quarts of hot water. Soak cotton items in this solution and dry them in any convenient way.

The cottons will be flame resistant only, not completely fireproof. Since the chemicals used are water soluable, the treatment should be repeated if fabrics become wet or are washed.

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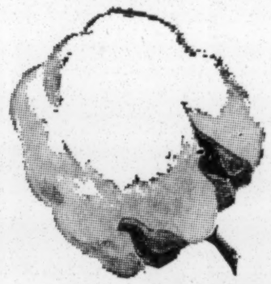

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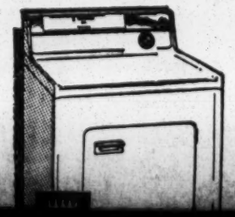

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• 2-cycle timer lets you set

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States crop has also created the unusual situation of a shortage of longer staple upland cotton—the type generally prominent in international trade—amid an apparently larger United States cotton surplus. This shortage of longer staple uplands apparently has caused some importers to buy more than expected in order to build up their stocks.

"Exports will still depend on developments during the last half of the season, but current information suggests that free foreign offtake will exceed free foreign production by about 4.5 million bales and that this may be a reasonable estimate for United States exports.

"Although reliable information is not yet available on 1966-67 supply and demand for extra long staple cotton, it appears that a rather tight supply situation is in the offing.

"Demand for textile products generally in most of the importing countries continues at relatively high levels. The United Kingdom, West Germany, Benelux countries, Scandinavian countries, and Japan have had to reduce cotton mill activity to adjust cotton textile stocks, but Indian consumption should be several hundred thousand bales higher, if adequate supplies of raw cotton are available, and consumption prospects are good in Canada, Taiwan, Hong Kong, South Korea, Portugal, Thailand, Italy, France, and Spain.

"Cotton acreage in the free foreign world appears to have reached a plateau. Acreage expanded rapidly from 1959 through 1963, showed little change in the 1965-66 period, and declined in 1966-67."

40 Other Nations Grow Cotton, Too

US Is Second In Acreage, First In Production

The American cotton farmer may think of cotton as his crop. But cotton is grown in more than 40 other countries.

In terms of acreage planted, the United States ranked second to India in 1965. India planted 20.3 million acres, compared with 13.6 million in this country.

Mainland China planted 11.5 million acres, USSR countries planted 6.1 million, and Brazil planted 5.5 million acres of cotton.

In cotton production, however, the United States was way out front — accounting for 15 million bales as compared with the USSR countries which produced 8.7 million. Mainland China produced 5.7 million, India, 4.5 million, Mexico 2.6 million, United Arab Republic 2.4 million, and Brazil two million bales.

Total world production was about 52 million bales of cotton.

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FOOD FREEZER WARRANTY

1-year Warranty for repair of any defect in the entire food freezer, plus 4-year Warranty for repair of any defect in the refrigerating system.

RANGE WARRANTY

1-year Warranty on entire range for repair of any defect, plus 4-year Protection Plan (parts only) for furnishing replacement for any defective surface heating unit, surface heating unit Switch, or oven heating unit.

WASHER WARRANTY

1-year Warranty for repair of any defect, plus 4-year Protection Plan (parts only) for furnishing replacement for any defective part in the complete transmission, drive motor, or large capacity water pump.

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1-year Warranty for repair of any defect, plus 4-year Protection Plan (parts only) for furnishing replacement for any defective part of the drive system, consisting of drum shaft, drum bearing, pulleys and drive motor.

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1-year Warranty for repair of any defect in the entire Room Air Conditioner plus 4-year Warranty for repair of any defect in the refrigerating system.

DISHWASHER WARRANTY

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- Automatic Soak Cycle loosens dirt and grime!

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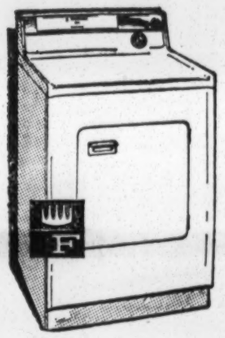
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- 65-lb. size Freezer Chest
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- Chill drawer for fresh meats.
- Roomy storage door and more

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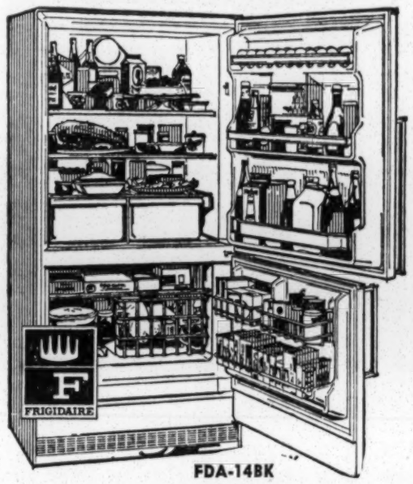
FDA-14BK

14.0 cu. ft. (NEMA standard)

- Frigidaire 2-door model has giant 164-lb. size true zero zone freezer down below.
- Refrigerator section defrosts automatically—you don't even push a button.

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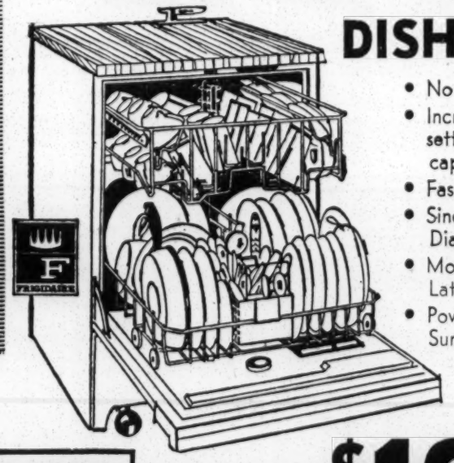

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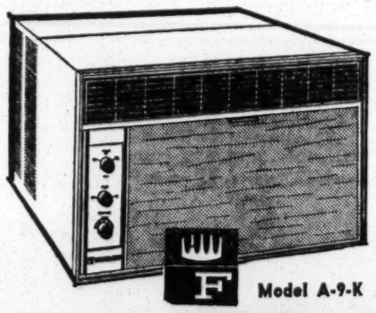
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If It Hadn't Been For India, Eli Whitney Could Have Stayed In Bed

Cotton is used for a thousand and one things, from soft towels to rugged tent cloth. Yet at one time it was considered only a decorative plant.

That was in China during the Eighth Century, one of the later periods of cotton's long and colorful history.

Fifty centuries before, prehistoric men in North Amercia had cultivated cotton in the Tehuacan Valley in Mexico. Boll and fiber fragments found in Mexican caves were similar to modern species of American cotton.

The next recorded evidence of cotton's use dates from 3000 B.C. Archeologists digging in the Indus Valley region in Pakistan found a piece of cotton cloth preserved in a silver jar. The cloth was estimated to be about five thousand years old.

India is the country which has most to do with cotton's early history. The cotton fabrics we now know as calico, chintz, gingham, madras and muslin were first woven in India, and all derived their names from Indian words. For instance, calico is named after Calcutta, which is north of Madras.

Early travelers to the mysterious Eastern land spoke of a miraculous plant that bore "vegetable wool." The Greek historian Herodotus wrote of trees in India that "instead of fruit produce a wool of a finer, better quality than that of sheep, and of this the Indians made their clothes."

Another writer described the Indian "calicuts," or cotton cloths, as being "so fine you can hardly feel them in your hand, and the thread when spun is scarce discernible . . . When muslin is laid on the grass to bleach and dew has fallen on it, it is no longer discernible."

These exquisite cottons were the most delicate fabrics ever fashioned on a loom, yet the looms the ancient weavers used were the most primitive type.

In the first century, the Arabs carried cotton over land trade routes from India to ports on the Red Sea and from there to Europe. It is their word "quton" or "Kuton," from which the modern word for cotton is derived. The Arab term means "a plant found in conquered lands."

The Greeks and Romans knew about cotton, and Caesar used cotton awnings to shade the path from his house to the Capitoline Hill. But the fiber did not become important commercially in Europe until 712 A.D. when the Saracens and Moors brought cotton to Spain.

Cotton made its debut in England late in the 12th Century, and was used for candlewicks, embroidery yarns and clothing. The English, a nation of wool wearers, soon learned to appreciate the comforts of cotton clothing. In addition, the multi-colored "calicoes" (a general term for printed cottons from India) began to be in great demand for decorating fabrics.

In 1663 Sammuel Pepys made this entry in his diary: "After many trials, I bought my wife a chint, that is, a painted Indian calcico, for to line her new study . . ." The "chint" he wrote about was a vividly colored cotton, hand-painted with floral designs and waxed to give a shiny surface. The word itself means "many-colored" or "spotted" in Hindu.

The demand for imported cotton fabrics brought forth protests from the British wool industry. Eventually its members caused laws to be passed prohibiting cotton imports. The wearing of the Indian "chintz" and "calicoes" was prohibited and clothes wardens were commissioned to enforce the law.

A record of the times read, "Two ladies were convicted before the Lord Mayor in the penalty of five pounds for wearing chintz gowns."

By the middle of the 18th Century, the restrictions had been lifted. Englishmen began spinning and weaving cotton at home, eventually developing a world cotton trade of their own.

Because cotton is especially adaptable to machine manufacture, its production and use expanded greatly with the Industrial Age.

Once a rare and wonderful material obtained at great cost from foreign lands, cotton became "the crop that clothes the world."

An Interest In Clothes Is Natural For Him

A word of advice to the young mother whose first-born son is entering the teenage years and beginning to take an interest in his clothes for the first time in his short life:

No, mother, his sudden preoccupation is not a signal to rush him to the doctor to see whether he has hit his head on something. On the contrary, psychologists say it's a perfectly normal way of expressing his individuality.

And the way these traits are being expressed these days is nothing to get alarmed about, either — it wasn't too many years ago that the "look" brought hemlines cascading to the ankles, or the "sack" equalized women's shapes to the outraged protests of their husbands and other admirers.

Currently, the dominant influence is the Mod look . . . a trend that invaded the young world of feminine fashion a few years ago, and has now moved into the masculine stronghold. Carnaby Street in London began the revolution in young men's wear . . . and Main Street is feeling the repercussions.

The term comes from ity to the look . . . fewer extremes.

The trend is expressed in styles like low-slung hipster trousers of cotton corduroy, brushed denim, or even bold-colored plaids or checks. Slim-cut and cuffless, they feature wide belt loops. Some trousers are slightly belled at the bottom.

In ties and shirts, the print's the thing. Favorites are the bold paisleys and the small florals on white or pastel-colored grounds. Ties are wider and have square ends. Shirts are characterized by giraffe or "high boy" button-down collars . . . and many have contrasting white collars and cuffs. Cot-

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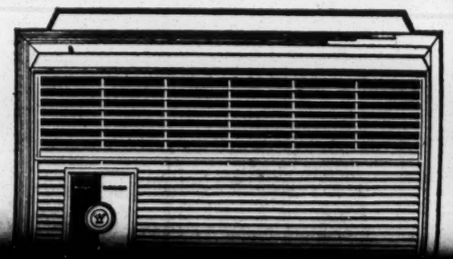

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the "sack" equalizer women's shapes to the outraged protests of their husbands and other admirers.

Currently, the dominant influence is the Mod look . . . a trend that invaded the young world of feminine fashion a few years ago, and has now moved into the masculine stronghold. Carnaby Street in London began the revolution in young men's wear . . . and Main Street is feeling the repercussions.

The term comes from "modernist" and the young mod is one who seeks out the new and different in clothes. In London, the look changes rapidly. Clothes that are "with it" or "switched on" one month may be "out" by the next. But in the United States, where mass production is the rule, there's more stabil-

trousers of cotton corduroy, brushed denim, or even bold-colored plaids or checks. Slim-cut and cuffless, they feature wide belt loops. Some trousers are slightly belled at the bottom.

In ties and shirts, the print's the thing. Favorites are the bold paisleys and the small florals on white or pastel-colored grounds. Ties are wider and have square ends. Shirts are characterized by giraffe or "high boy" button-down collars . . . and many have contrasting white collars and cuffs. Cotton broadcloths, oxfords and sueded denims are the favored fabrics. Epaulets crop up on the shoulders of both shirts and jackets.

Other evidences of the Mod look are double-breasted pea jackets, cotton knit turtlenecks, Dutch boy caps and boots.

house to the Capitoline Hill. But the fiber did not become important commercially in Europe until 712 A.D. when the Saracens and Moors

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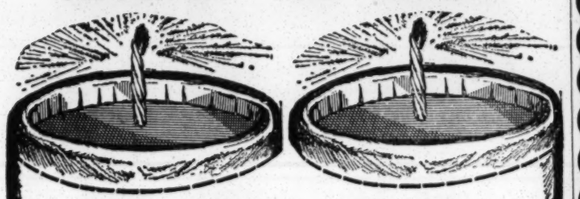

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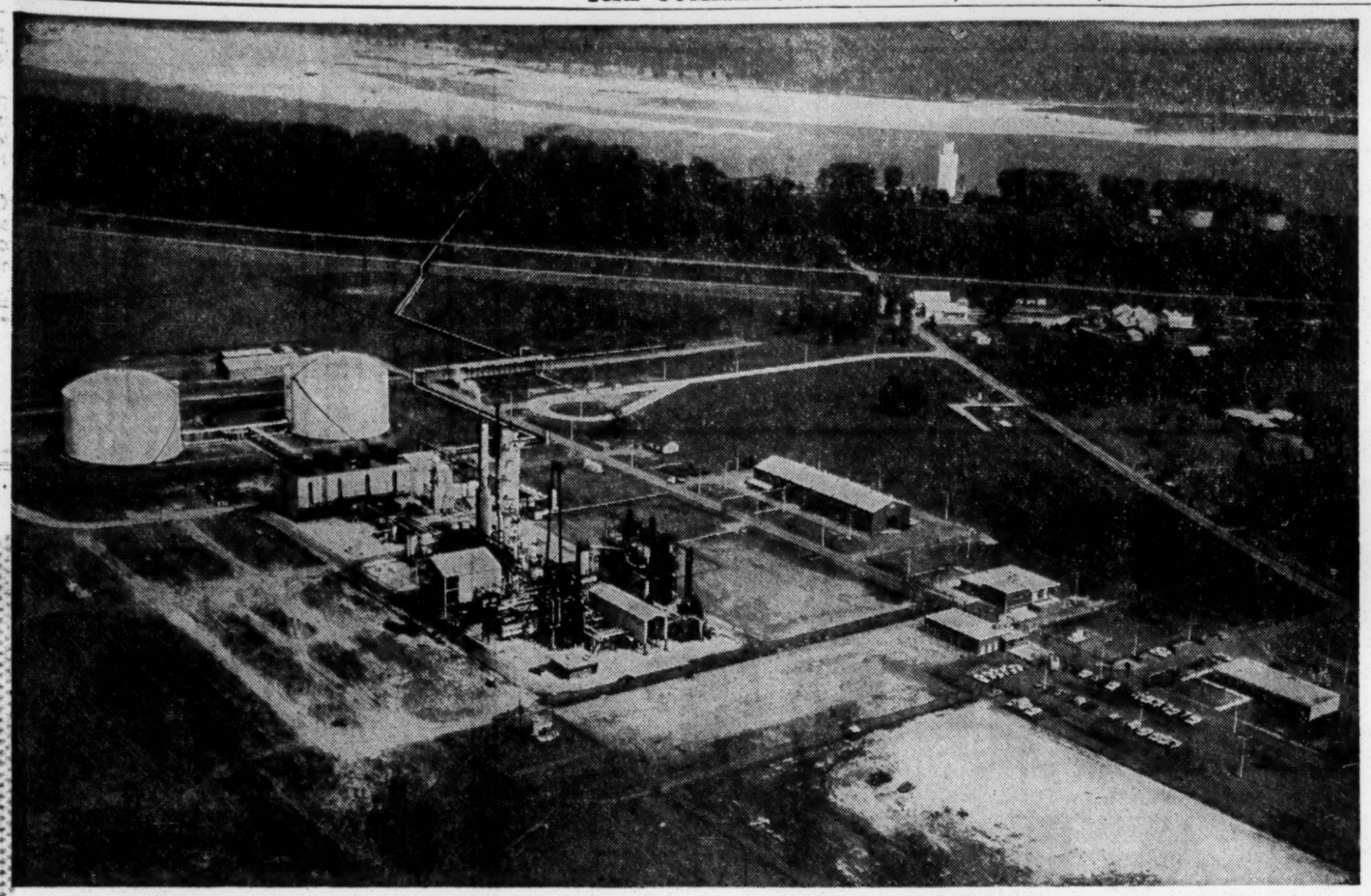

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Wise Cotton Plant Cures Its Own Ills

The tables are being turned in the long battle between bugs and cotton.

Cotton that kills its own bollworms has been discovered growing on an uninhabited island in the Pacific, according to the United States Department of Agriculture.

USDA researchers are working on the development of a successful cross between a domestic plant and the wild plant, which generates its own bollworm poison.

One of 26 wild species of cotton in the world, the plant kills both the bollworm larvae and the adult.

Source Material

If you're looking for an extra-wide, inexpensive decorator fabric, you can't beat printed cotton sheets. A flat twin size sheet contains about six yards of fabric, and a double bed sheet about eight and one-half yards. Fashion-printed cotton sheets come in a wide range of colorfast decorator designs.

Install Tables

Easy-to-store party tables can be made from circles of plywood and cotton fabric. For table tops, use plywood circles, from 26 to 30 inches in diameter. You can have them cut to order at a lumberyard. Cover the circles with rounds of bright cotton fabric, using a waterproof glue to apply. Luggage racks will serve as table bases.

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5 And 5 Make 15—With Needle

For the woman who sews, making five and five add up to 15 is no trick.

It's a matter of applying fashion arithmetic to a few basic patterns, co-ordinating colors and textures and creating a complete vacation wardrobe.

Just three patterns are enough to make a 10-piece wardrobe that can be mixed and matched for 15 different ensembles.

Typical is a week-end wardrobe that costs $35. It's built around three basic patterns: A coat-and-dress ensemble; a suit with its own shell blouse; and a three-piece pants outfit including bell-bottoms, bra top, and overblouse.

Planned for a New York fashion model who sews most of her own clothes, the wardrobe is made entirely of cotton. Even the linings are all-cotton to insure that every outfit is completely weave is one choice for the suit; sheer cotton lawn in a "granny" print is another. Double-faced cotton plaid in a Madras-type print makes an eye-catching overblouse and bra top.

All fabrics echo a basic color scheme of green, yellow, and white to allow easy switching of wardrobe parts for a series of different-looking outfits.

In adapting a similar scheme for your vacation wardrobe, select a floral or abstract cotton print with two or more main colors. Use this fabric for a shell blouse and skirt. Then choose solid fabrics in these same colors for making a coat, suit jacket, skirt and bell-bottoms.

Suggested print fabrics include cotton voile, cool dotted swiss, cotton pique, calico and gingham. For solids, you can select from a wide range of denims, duck, homespun, sailcloth, twills and textured cottons.

The result: A versatile vacation wardrobe that lets you play the mix-match game to the hilt.

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Stag Men's Shop
WHITEHAVEN PLAZA

wardrobe that costs $35. It's built around three basic patterns: A coat-and-dress ensemble; a suit with its own shell blouse; and a three-piece pants outfit including bell-bottoms, bra top, and overblouse.

Planned for a New York fashion model who sews most of her own clothes, the wardrobe is made entirely of cotton. Even the linings are all-cotton to insure that every outfit is completely washable.

Six fabrics were used. They range from summer-pale corduroy for the coat to smooth-fittimg stretch cotton denim for the bell-bottoms.

Slubbed cotton in the season's popular shantung two or more main colors. game to the hilt.

Hats Hate Heat

Take a tip from the Arabs — keep a cool head by covering it up when you go out in the sun. This summer the most stylish new beach hats are also the most practical. They're made of absorbent, breathable cotton fabrics in white, bright solid colors, or attractive floral prints. They're styled with wide floppy brims that help protect against sunburn.

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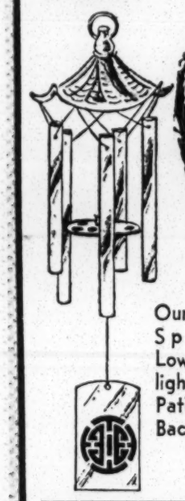

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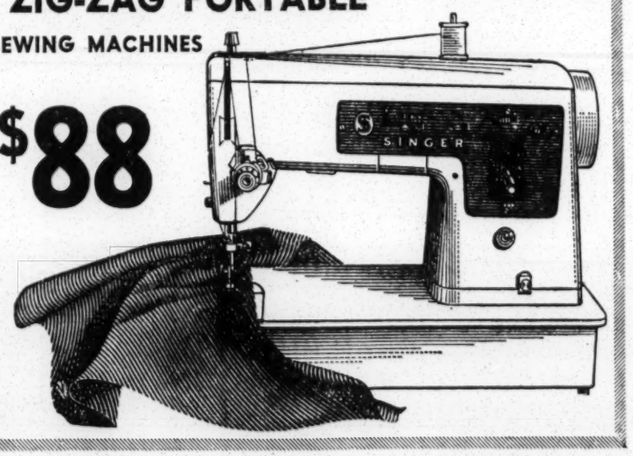

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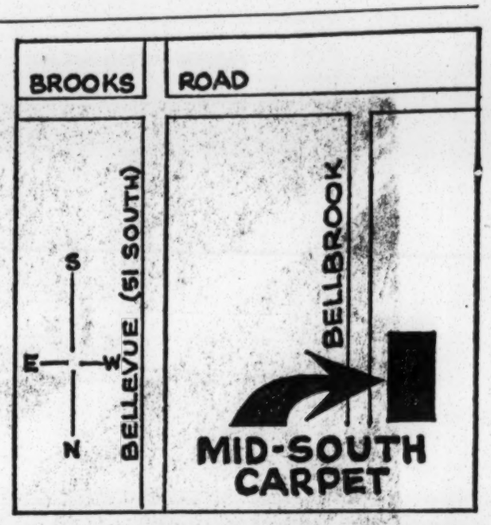

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Sect.	Size	Description	Retail
X	12x6.3	Cocoa Nylon	58.22
			44.50
7	12x9	Celedon Nylon	83.88
7	12x8	White 501 Nylon	99.99
7	12x9.4	Taupe Acrylic	109.50
7	12x9	Celedon Nylon	83.88
7	15x6.3	Pecan Nylon	93.67
9	12x7.1	Avocado Acrylic	88.63
9	12x8	Gold Herculon®	82.85

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Sect.	Size	Description	Retail
1	15x12.3	Beige Text. Nylon	142.80
1	[illegible]	[illegible]	167.65

IMPOSSIBLY PRICED (But True) $100.00 ea.

Sect.	Size	Description	Retail
1	12x14.3	Green Text. Acrylic	208.81
[illegible]	[illegible]	[illegible]	[illegible]

IMPOSSIBLY PRICED (But True) $20.00 ea.

Sect.	Size	Description	Retail
X	12x6.3	Cocoa Nylon	58.22
X	15x3.10	Beige Nylon	44.50
X	10x5.4	Gold Tweed Nylon	45.30
X	12x4.7	Avocado Acrylic	61.03
X	15x5.6	Red Tweed Acrylic	72.00
X	12x6	Gold Tweed Herc.®	65.00
X	12x6.10	Blue Tweed Herc.®	68.33
X	15x4	Martini Nylon	65.69
X	12x4.5	Avocado 501 Nylon	47.94
X	12x8.3	Cocoa Nylon	76.89
X	15x5.1	Red Nylon	58.22
X	9x4.10	Green Nylon	44.25
X	6x9	Beige Nylon	41.94
X	15x4	Red Nylon	46.62
X	6x9	Gold Nylon	41.64
X	12x5.2	Beige Nylon	48.16
X	6.7x10.4	White Acrylic	65.92
X	6x9.4	Celedon Nylon	43.10
X	6x9	Green Acrylic	51.00
X	6x9	Blue, Green Nylon	46.67
X	6x9.5	Green Acrylic	56.69
X	12x7	Brown-Orange Nylon Tweed	55.98
X	6x15	Green Text. Nylon	49.95
X	8.5x11.4	Brown Nylon Tweed	54.54
X	8.10x8.4	Beige Text. Nylon	44.00
X	9x12	Gold Polypropelene Tweed	71.88
X	6.8x13	Gold Nylon Tweed	50.05
X	3.11x10	Gold Plush Acrylic	53.16

IMPOSSIBLY PRICED (But True) $30.00 ea.

Sect.	Size	Description	Retail
X	15x7.7	Royal Blue Nylon	88.35
X	6.7x17.7	Avocado Herculon	76.66
X	9x12	Red Nylon Foam Mesh Back	59.99
X	9x12	Gold Nylon Foam Mesh Back	59.99
X	12x6	Martini Acrylic	72.00
1	12x8.4	Blue Acrylic	83.32
1	12x9	Orange Nylon Foam Mesh Back	59.99
3	15x6	Ant. Bronze 501 Nylon	100.00
3	9x9.5	Surf Green Acrylic	83.13
X	12x6	Green Acrylic	68.00
4	15x5.6	Ant. Bronze Nylon	100.04
4	9x9	Gold Nylon	62.91
4	12x9	Avocado Tweed Nylon	66.00
5	12x15	Martini Nylon	70.00
5	9x9	Green Acrylic	76.55
X	12x9	Blue Nylon Foam Mesh Back	59.99
9	8.3x12	Blue-Green Nylon	76.89
X	9x12	Green Nylon Foam Mesh Back	59.99
X	9x12	Beige Nylon Foam Mesh Back	59.99
X	12x5.10	Avocado Text. Acrylic	85.50
X	12x7.11	Gold Sheared Nylon	74.58
X	12x14.5	Brown Tweed Nylon	98.90
X	6x20.4	Ant. Bronze Nylon Twist	94.71
X	12x6.2	Avocado 501 Nylon	82.11
X	9.6x15	Martini Text. Nylon	94.82

IMPOSSIBLY PRICED (But True) $40.00 ea.

Sect.	Size	Description	Retail
1	12x9	Mart. Acrylic	107.88
1	12x9	Blue Green Nylon	83.88
2	15x6	Blue Nylon	89.99
X	12x7.6	Martini Acrylic	89.90
X	6x14.11	Pecan Nylon	83.55
3	12x9	Beige Nylon	96.00
3	12x8	Green Tweed Wool	90.69
4	10.4x9.3	Antique Bronze Herculon	99.99
4	12x9	R. Beige Nylon	96.00
5	12x8	Gold Tweed Wool	90.69
5	12x12.9	Beige Nylon	85.00
6	12x8	Olive Nylon	79.98
1	12x9	Avocado Tweed Nylon	83.88
7	12x7.10	Gold Tweed Nylon	88.74
7	12x9	Celedon Nylon	83.88
7	12x8	White 501 Nylon	99.99
7	12x9.4	Taupe Acrylic	109.50
7	12x9	Celedon Nylon	83.88
7	15x6.3	Pecan Nylon	93.67
9	12x7.1	Avocado Acrylic	88.63
9	12x8	Gold Herculon®	82.85
9	12x7.7	Green Tweed Wool	85.93
X	12x9	Peacock Wool	96.00
6	12x9	Avocado Tweed Nylon	83.88
7	8.2x11.2	Gold 501 Nylon	89.90
4	12x10	Peacock Acrylic	106.50
X	15x7.7	Gold Text Nylon	87.38
X	15x7.9	Red Text Nylon	90.31

IMPOSSIBLY PRICED (But True) $50.00 ea.

Sect.	Size	Description	Retail
X	15x9.4	Green Nylon	108.76
X	11x14	Red Nylon	119.59
1	12x9	R. Beige Acrylic	107.88
2	12x10	Royal Blue Nylon	106.50
2	12x11	Beige Nylon	102.84
2	15x7	Gold 501 Nylon	108.50
2	12x15	Blue Nylon	120.00
2	15x9	Green Nylon	104.85
2	12x12	Beige Nylon	111.84
4	12x12.11	Gold Nylon	103.98
4	12x10	Royal Blue Nylon	106.50
5	12x10	Beige 501 Nylon	126.64
5	12x9	Green Tweed Wool	102.00
5	12x9	Green Acrylic	102.00
X	12x9	R. Beige Acrylic	102.00
8	15x9	Gold Nylon	104.85
9	12x9	Gold Tweed Wool	102.00
9	15x9	Sea Green Nylon	104.88
9	12x9.10	Beige Nylon	102.80
9	12x10.2	Ginger 501 Nylon	118.19
8	15x9.6	Green Text Nylon	110.65
4	15x9.5	Gold Text Nylon	109.67

IMPOSSIBLY PRICED (But True) $60.00 ea.

Sect.	Size	Description	Retail
X	15x12	Beige Nylon	139.80
1	12x15	Red Nylon, Foam Mesh Back	120.00
1	12x15.2	Beige Acrylic	149.00
1	12x15	Avocado Nylon, Foam Mesh Back	120.00
1	12x15	Beige Acrylic	150.00
1	15x8.8	Gold Plush Acrylic	119.99
1	12x14.5	Beige Text. Nylon	139.99
1	12x12.3	Beige Scroll Wool	139.99
2	12x10	Gold Tweed Wool	119.99
2	15x9.4	Avocado Plush Acrylic	131.50
3	12x11	Gold Tweed Wool	124.63
3	12x12	Almond Plush Acrylic	143.68
3	12x11.2	Gold Sheared Nylon	110.00
4	12.5x9.9	Celedon Sheared Acrylic	119.98
4	12x18	Blue Loop Nylon	139.98
4	12x11.6	Green Tweed Wool	130.30
6	15x10.5	Green Text. Nylon	125.86
6	12x12	Martini Plush Acrylic	144.00
7	9x18	Red Text. Nylon	125.82
7	9x18	Gold Text. Nylon	125.82
7	15x9	Royal Blue Nylon Twist	119.85
7	12x11.2	Martini Sheared Nylon	142.03
8	12x18	Beige Nylon	119.99
9	12x10.9	Beige 501 Nylon	128.82
9	12x12.1	Blue Nylon Twist	127.14

IMPOSSIBLY PRICED (But True) $70.00 ea.

Sect.	Size	Description	Retail
1	15x12.3	Beige Text. Nylon	142.80
1	12x14	Almond Plush Acrylic	167.65
1	12x18	Sea Green Nylon, Foam Mesh Back	144.00
1	9x18	Green Plush Acrylic	153.55
2	15x12	Beige Nylon	139.87
2	12x18	Red Nylon, Foam Mesh Back	144.00
2	15x9.9	Antique Gold Plush Acrylic	139.99
2	12x18	Blue Nylon, Foam Mesh Back	144.00
2	12x13.11	Martini Plush Acrylic	169.04
3	12x13.7	Avocado Nylon	149.50
3	12x12.11	Beige Acrylic	143.30
3	12x13	Beige Nylon	147.30
3	12x16.11	Beige Text. Nylon	156.08
4	12x13.6	Blue Nylon Twist	143.82
4	12x13.6	Turq. Nylon	153.00
7	15x7.3	Blue Sheared Acrylic	172.88
7	12x14	Blue Nylon Twist	149.17
7	12x15.11	Celedon Nylon	148.32
7	12x18	Avocado Tweed Nylon	167.76
8	12x12	Almond Plush Acrylic	143.68
9	12x12.8	Turq. Sheared Nylon	143.56
9	12x13.8	Blue, Black Nylon	145.57
9	12x13.6	Blue Nylon Twist	143.82
8	15x9	Blue Plush Acrylic	159.99

IMPOSSIBLY PRICED (But True) $80.00 ea.

Sect.	Size	Description	Retail
X	15x15	Bronze Nylon	179.95
X	12x17.2	Avocado Text. Nylon	163.27
1	12x21	Red Nylon, Foam Mesh Back	168.00
1	15x15	Beige Nylon	179.95
2	12x15.6	Turq. Sheared Nylon	175.76
2	12x21	Avocado Nylon, Foam Mesh Back	168.00
3	15x11.8	Holly Green Sheared Acrylic	169.99
3	12x15	Blue Nylon Twist	159.80
4	15x15	Gold Text. Nylon	179.95
4	12x15	Pecan 501 Nylon	170.00
5	15x8.7	Blue Sheared Acrylic	185.74
5	12x14	Almond Plush Acrylic	167.65
5	12x20	Blue-Green Tweed Nylon	186.42
6	12x15	Blue-Black Nylon	166.80
6	12x15	Beige Scroll Wool	160.00
7	12x10.10	Gold Plush Acrylic	168.33
8	15x12.4	Kelly Green Wool	183.74
8	12x16	Antique Brown Wool	181.30
8	12x15.6	Almond Plush Acrylic	185.61
9	12x18	Beige Text. Nylon	167.76

IMPOSSIBLY PRICED (But True) $90.00 ea.

Sect.	Size	Description	Retail
2	15x9	Lt. Gold Plush Acrylic	189.99
2	12x15.6	Beige Text. Acrylic	206.38
3	12x12.8	Gold Plush Acrylic	179.99
3	15x9.3	Lt. Gold Plush Acrylic	189.99
4	15x14.6	Antique White 501 Nylon	193.11
4	12x18	Rose Beige Sheared Nylon	209.50
5	12x18	Gold Herculon®	191.76
5	12x16.6	Gold Tweed Wool	187.00
5	12x15	Red Carved Nylon	189.00
6	12x15.5	Turq. Text. Nylon	189.60
6	12x16	Turq. Wool Plush	188.30
6	12x16.6	Almond Plush Acrylic	206.90
6	15x11.6	Gold Plush Acrylic	191.50
7	12x17	Green Tweed Wool	192.69
7	12x15.3	Beige 501 Nylon	182.76
4	12x18	Rose Beige Nylon	209.50
8	15x14	Kelly Green Wool	208.30
8	12x17	Beige Scroll Wool	189.99
8	12x17	Blue-Black Nylon	181.36
8	12x18.2	Gold Sheared Nylon	182.47
9	12x17	Beige Plush Acrylic	192.69

IMPOSSIBLY PRICED (But True) $100.00 ea.

Sect.	Size	Description	Retail
1	12x14.3	Green Text. Acrylic	208.81
2	15x14.6	Antique Gold Plush Acrylic	199.99
3	15x14.3	Green Sheared Acrylic	201.87
5	15x10.9	White Text. Acrylic	199.99
6	12x19.8	Martini Plush Acrylic	237.51
7	15x18.6	Gold Text. Nylon	215.50
8	12x17.5	Beige Text. 501 Nylon	208.74
8	12x14	Dark Olive Text. Acrylic	205.18
9	15x11	White Text. Acrylic	201.44
7	15x17.1	Red Text. Nylon	199.99
7	15x14.4	Beige Nylon	203.06
6	15x17.9	Gold Text. Nylon	206.70

IMPOSSIBLY PRICED (But True) $125.00 ea.

Sect.	Size	Description	Retail
X	12x22.5	Tropic Brown Acrylic	254.06
X	12x21.3	Wedgewood Blue Acrylic	240.80
X	12x23	Platinum Beige Acrylic	260.19
1	15x15	Platinum Beige Acrylic	274.50
2	15x17.9	Antique Gold Plush Acrylic	239.99
5	15x20.5	Antique Bronze 501 Nylon	289.00
6	12x15	Lime Ice Acrylic	219.80
6	12x15	Spruce Green Acrylic	219.80
6	12x20.10	Gold Text. Acrylic	236.13
7	15x17.6	Blue Plush Wool	249.94
X	12x22.4	Green Plush Acrylic	253.93

IMPOSSIBLY PRICED (But True) $150.00 ea.

Sect.	Size	Description	Retail
X	15x19	Beige 501 Nylon	289.26
2	12x20.5	Gold Text. Acrylic	271.92
5	15x18	Celedon Text. Acrylic	285.00
8	12x19.1	Antique Brown Wool Plush	270.30
9	14.9x17.7	Antique Bronze Acrylic	322.11
9	15x16.3	Avocado Text. Acrylic	297.60
9	15x16.6	Golden Tan Acrylic	302.22

IMPOSSIBLY PRICED (But True) $175.00 ea.

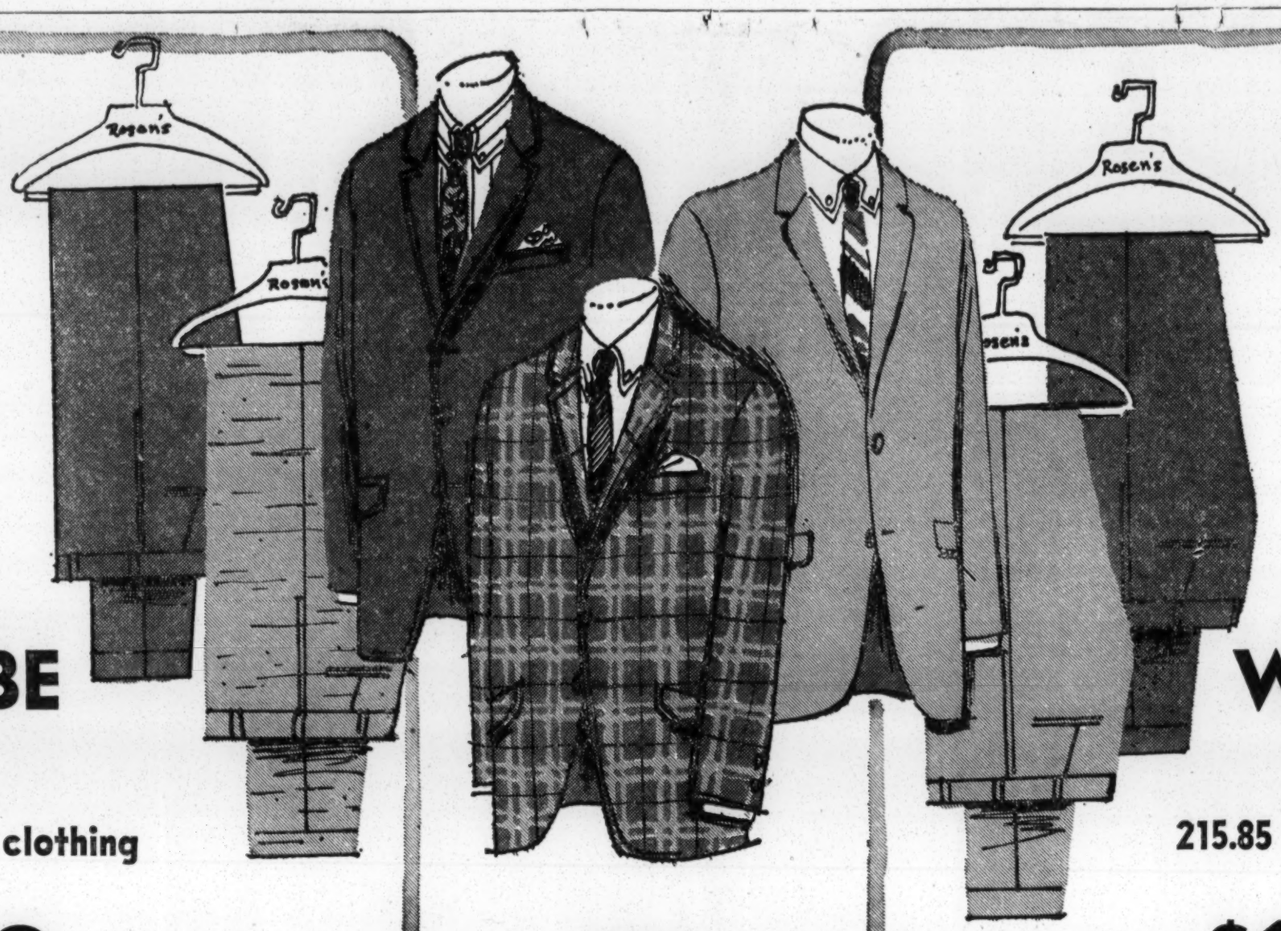
Sect.	Size	Description	Retail
X	12x28.3	Martini 501 Nylon	320.19
X	12x28.6	Avocado Herculon®	323.00
X	12x26.9	Holly Green Herculon®	303.15
X	15x31	Sea Green Nylon	361.17

IMPOSSIBLY PRICED (But True) $200.00 ea.

Sect.	Size	Description	Retail
X	12x32	Royal Blue Acrylic	362.69

Well-Appointed Bedroom Design Won First Prize In Contest Featuring Cotton Drapes, Cotton Carpeting And Cotton Bedspread

Well-Appointed Bedroom Design Won First Prize In Contest Featuring Cotton Drapes, Cotton Carpeting And Cotton Bedspread



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Dacron Worsted and Mohair	75.00
1 SUIT Dacron* Worsted, Reg.	65.00
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2 Deluxe SLACKS, reg. priced	17.95
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TOTAL VALUE	215.85

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ATTRACTIVE ADVERTISING — Miss Dee Ann Young, home economist for the National Cotton Council, demonstrated her feelings about cotton at the big lobby display of cotton fabrics in the Council headquarters at 1918 North Parkway. From this Mid-South location, the Council's staff promotes cotton and its varied uses throughout the world.

—Staff Photo by Fred Griffith

Decorator Canvas Can Do All Sorts Of Magic

Decorating tricks with brightly-colored cotton canvas can cast a delightful spell throughout the house to banish gloom and drabness in extra leisure living areas.

In a basement playroom, create a colorful ceiling by looping red and white striped canvas through curtain rods fastened to overhead joists. Spark up dingy walls with canvas panels laced between spring-tension poles. Alternate red and white panels with brass poles for extra brightness and gaiety.

The panels should be hemmed all around for greater strength where grommets are attached. Use a lighweight canvas which can be hemmed and grommeted at home or at the canvas shop.

Preserve storage or utility space simply by walling them out with canvas panels. The removable panels allow easy access to storage or unsightly pipes and ducts which have been covered. Since outdoor canvas is treated to be midlew resistant, it is especially suitable for dank basement areas.

Plywood, paint and imagination provide optional finishing touches. Turn a hi-fi set into an old-fashioned calliope and a stowaway table into a bright-eyed elephant. You can cage wild animals from the toybox in windows and twine rope serpents around painted pipes.

If you have a seating problem, lightweight canvas lawn furniture provides a solution. Up-end nail kegs or redwood planters and use cotton-filled canvas as cushions. For circus balloons, hang multi-colored spherical light fixtures from the ceiling at various heights.

In the attic, fasten the rods across the rafters and drape the canvas upward into a peaked roof. Tension poles may be replaced by wood dowels or two by twos since the panel height may be dictated by the pitch of the roof.

For a child's room, start with brightly striped canvas drapes at the windows. Home-made built-ins or inexpensive unfinished units can be brightened with paint and decals. Low, wide window or wall seats give added storage space and can be padded for comfort with cotton-filled canvas, color-matched to drapes.

If you plan to use a crib, turn it into an enticing "cage" with a little paint.

West Coast Bedroom Takes Designer Honors

The attractive bedroom on the cover of this section of the Cotton Progress Edition is one of the two 1967 winners of the second annual Bedroom Design Contest, sponsored by the National Cotton Batting Institute and the National Association of Bedding Manufacturers.

Designed by Michael Kosko, 22-year-old senior at the Philadelphia School of Art, it conveys a West Coast outdoor mood which the judges said was "compartmented, with specific areas for specific uses, and at the same time retaining its identity as a whole. . . . His thinking encompasses the entire house as an entity and the function of the bedroom within the house."

Contest rules called for the designs to be built around larger beds, featuring cotton innerspring mattresses and that cotton be emphasized in draperies, upholstery, bedspreads, carpeting and other furnishings.

Mr. Kosko kept sleeping and dressing in separate areas, getting away from the idea that bed and bureau must be in the same room. He chose a primitive printed cotton in muted tones of amber and violet for the wall covering, complementing the colors with the gold all-cotton bedspread and the soft ivory cotton carpet.

A stone fireplace is next to a sliding glass door that opens onto a patio.

The other first place entry was by Miss Darlene Wavra, 22-year-old junior at the Layton School of Art in Milwaukee, who used a more traditional concept, topped with a honeycomb ceiling. She used wood-and-fabric wall panels, and a gold plush cotton carpet.

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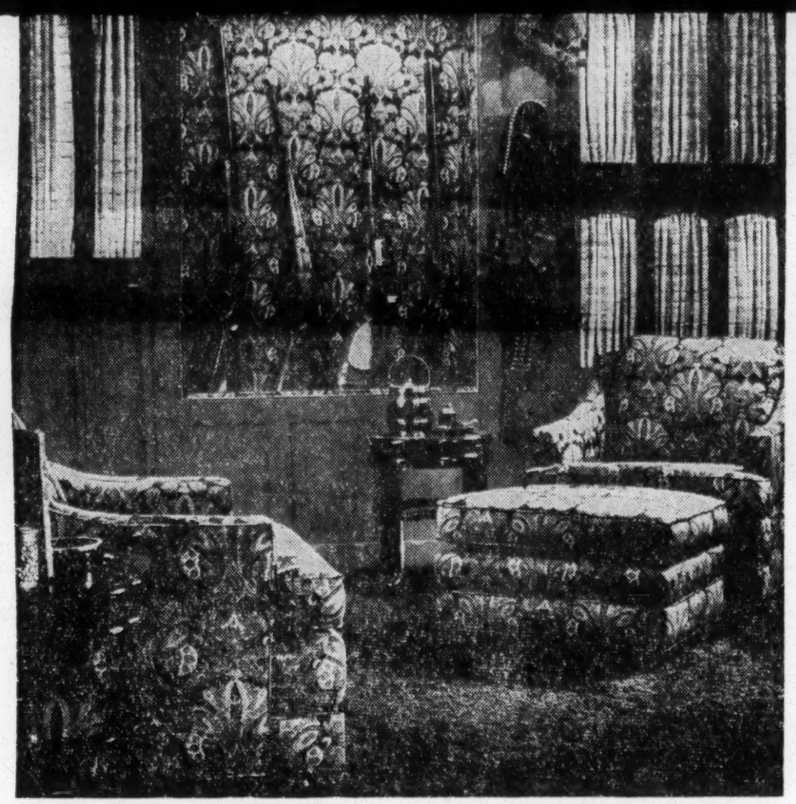

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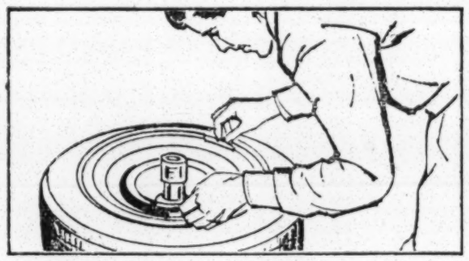

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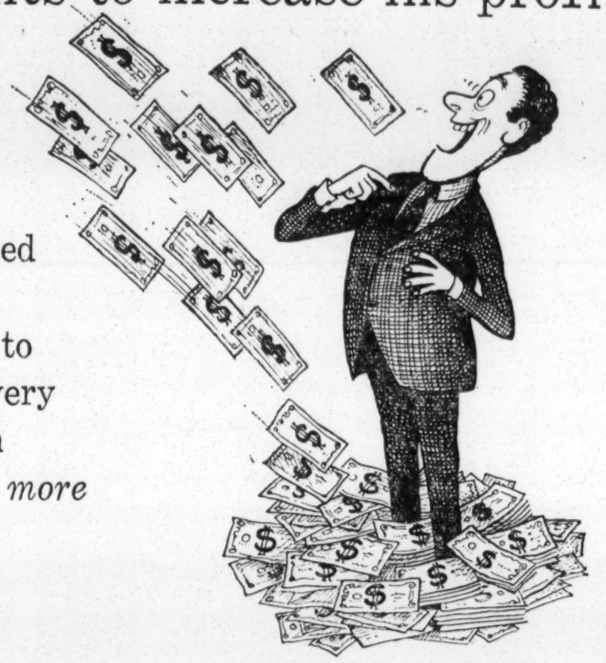

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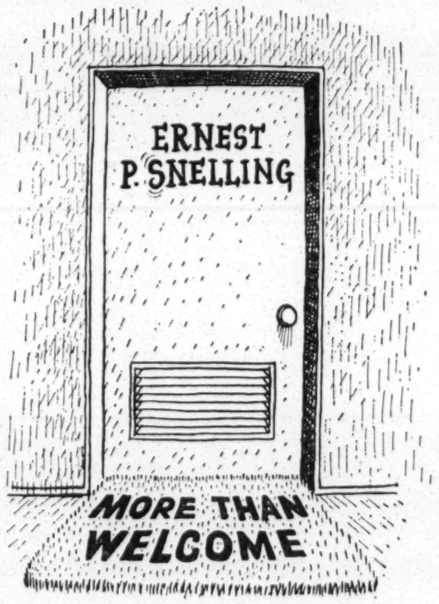

SOUTHERN RAILWAY SERVES THE SOUTH — LOOK AHEAD · LOOK SOUTH

Southern Railway System

There's More To Permanent Press Than Meets The Eye

By MORRIS CUNNINGHAM
From The Commercial Appeal Washington Bureau

WASHINGTON, April 22. — Researchers are looking for a new wrinkle in cotton fabrics — a permanent crease that will resist abrasion.

Permanent creases can be put in cotton fabrics now. Trouble is the crease has only limited resistence to wear. Holes sometimes come along the crease line when the rest of the fabric is still good.

Great hopes ride on the search for the new wrinkle. Many believe it will boost consumer demand for cotton garments and increase cotton consumption.

The United States Department of Agriculture is financing a number of research projects.

Ways to combine chemical treatments with mechanical processing to improve the abrasion resistence of durably pressed cotton garments are being studied by the Auburn (Ala.) Research Foundation Inc. under a $18,614 contract with the USDA.

The two and one-half year study, directed by Dr. David M. Hall of the Auburn Research Foundation, is sponsored by the Southern Utilization Research Laborator of USDA's Agricultural Research Service in New Orleans.

Auburn scientists will treat cotton fabrics with an assortment of mechanical processes, including stretching, compacting and calendering, as well as with a variety of chemicals.

The more promising treatments will be applied in a pilot plant to large samples of fabric which will then be converted into garments for wear tests.

The Gagliardi Research Corp. of East Greenwich, R. I., already has developed three new chemical vapor treatments, under contract with USDA's Agricultural Research Service.

After one of these treatments, USDA says, a cotton shirt keeps its shape and resists abrasion longer than cotton shirts given present treatments.

Basic to each of the Gagliardi processes is the use of chemical vapors or combinations of vapors and liquids to produce chemical changes in the cotton fiber without unduly weakening the fabric.

In one process the fabric is pretreated with any of a number of the same liquid chemicals now used in producing wash-and-wear clothing. This is followed by treatment with dichlorosilane vapors, causing two chemical reactions — grafting and cross-linking — and giving the garment its durable press.

A second process also includes liquid chemical pretreatment, with the later use of formaldehyde and formic acid vapors.

No pretreatment is inolved in the third Gagliardi process. Garments are treated only with formaldehyde and formic acid vapors

Fabric Research Laboratories Inc. of Dedham, Mass., has been awarded a research contract, by USDA and has joined in the search for a permanent crease that will withstand normal wear.

In developing a workable process, researchers must find chemicals that will not shrink, yellow, or otherwise harm the fabric. Fabric Research is particularly concerned with finding a way to avoid shrinkage.

Fabric Research's three-year project will involve preparing and evaluating improved durable press cotton fabrics made from blends of resin-treated and untreated fibers.

The study is sponsored by USDA's agricultural research service with Emery C. Kingsbery of the ARS Southern Utilization Research Laboratory at New Orleans serving as technical representative.

Preliminary studies at the Southern Utilization Research Laboratory indicate that fabrics woven from blends of treated and untreated cotton almost equal untreated cotton in resisting abrasion, but show a tendency to shrink — when laundered.

Fabric Research scientists first seek fabric structures from the blends to achieve a high level of abrasion resistence and then try to develop mechanical treatments that will result in minimum shrinkage.

The more stable fabrics then will be made into trouser cuffs and subjected to standard laboratory tests to determine their performance.

The search for the "new wrinkle" is only a small part of the research in behalf of the cotton industry being financed by USDA.

New strains of cotton plants constantly are being developed and tested. Two new breeding lines available to breeders this year are the 149-8 and the 149-20, developed co-operatively by USDA's Agricultural Research Service and the North Carolina Agricultural Experiement Station.

The Cotton Research Advisory Committee, composed mostly of persons with financial interests in the cotton industry, recently recommended major expansions in USDA's already extensive research on cotton problems.

The committee, which met at the Delta Branch Experiment Station at Stoneville, Miss, and saw some of the cotton research underway there, recommended these additional cotton research projects:

Expanded efforts to improve and find new uses for short staple cotton since Government subsidies will continue to encourage production of short staple even though consumer demand is declining.

Increased research on control of cotton insects, especially biological control methods.

Development of better defoliants and dessicants for proper removal of leaves from the cotton plants necessary to efficient mechanization.

Emphasis on better chemical and non-chemical control of weeds in cotton production.

Research to reduce air pollution caused by burning cotton trash at gins and by discharge of fine lint particles into the air during ginning operations.

Development and perfection of instruments to measure cotton fiber properties that relate closely to spinning and processing performance.

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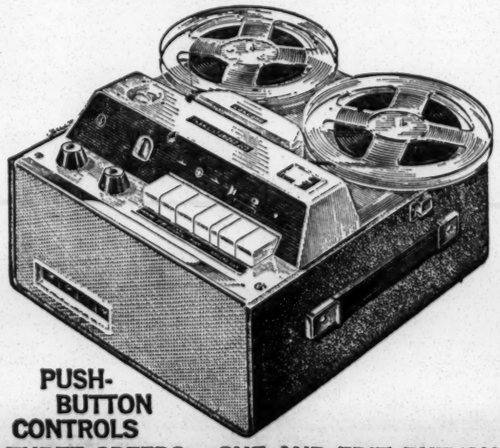

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It is our sincere desire to have you visit Memphis Memorial Park and enjoy this beauty with your family. If you are concerned with the wisdom of planning ahead for future needs, you will be interested in knowing that we still have choice locations available at very realistic prices. You are cordially invited to make inquiries at our office or by calling 685-8281.

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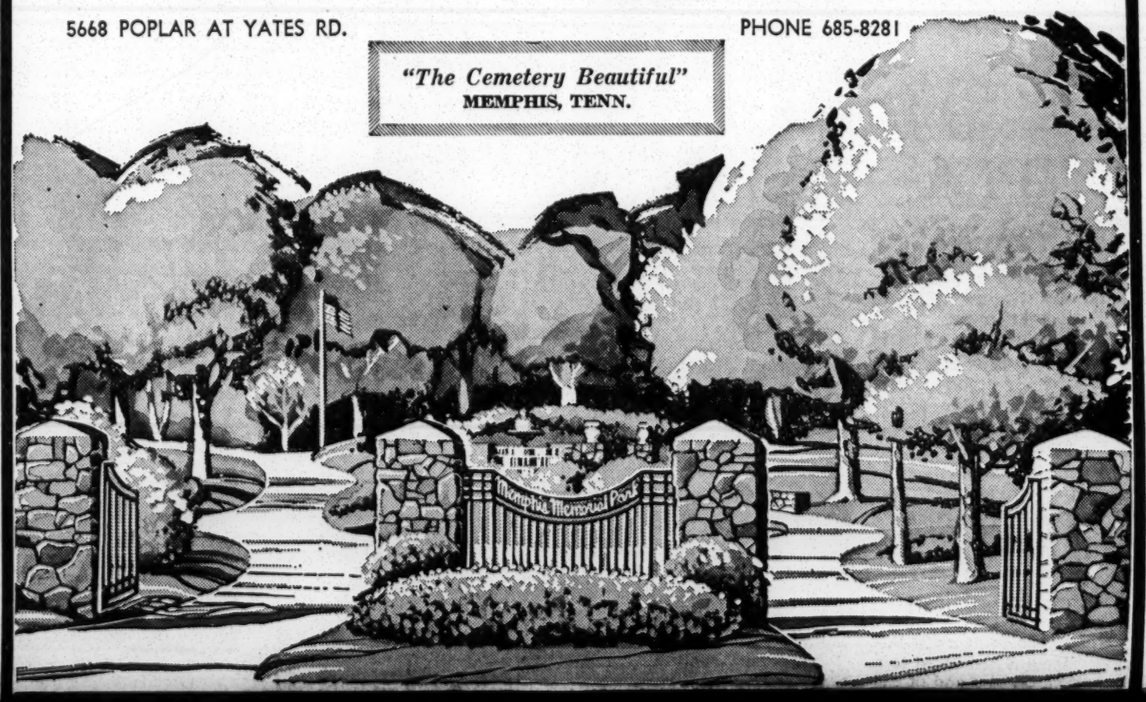

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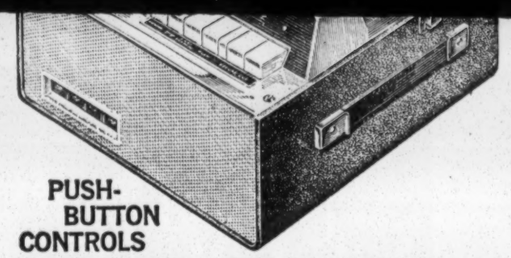

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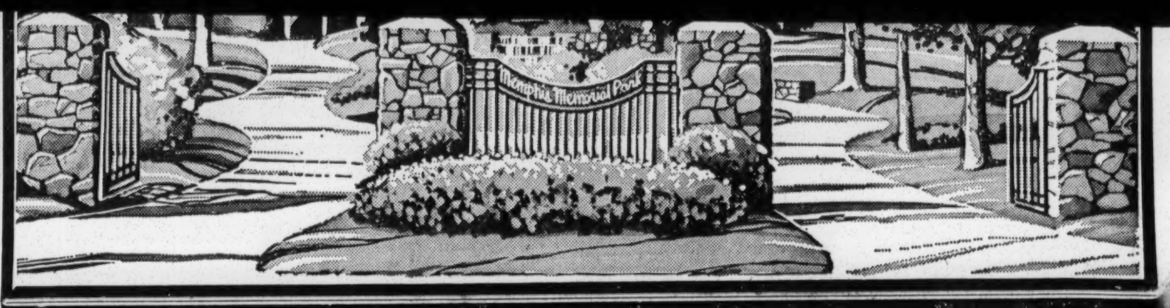
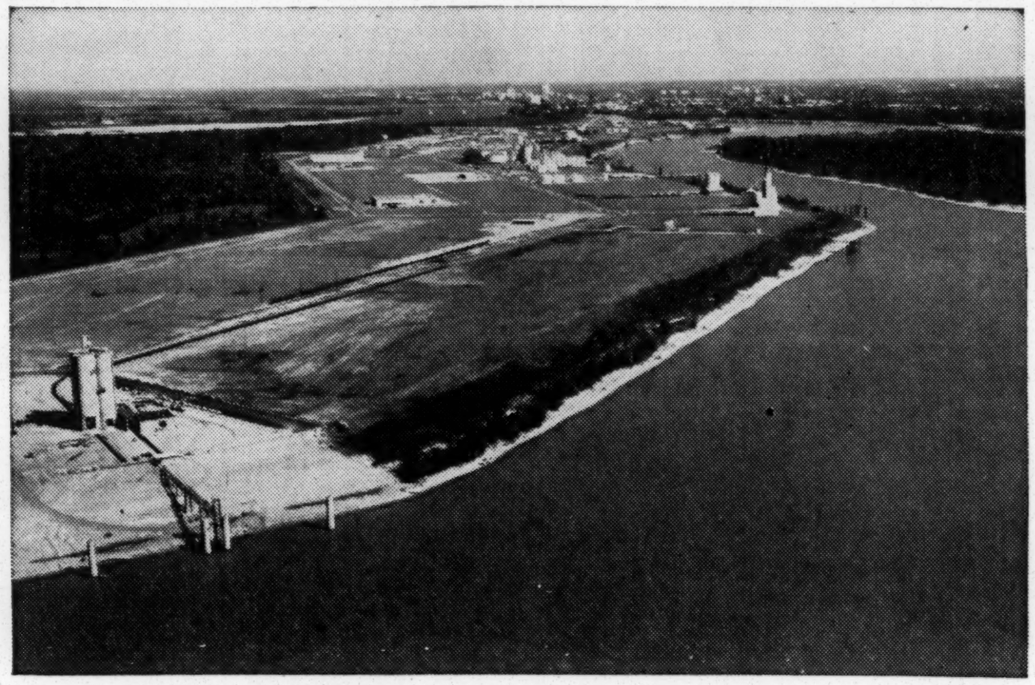


THERE IS A PLACE FOR YOUR INDUSTRY IN THIS ATTRACTIVE PICTURE



The Memphis Harbor and Industrial Area on Presidents Island is one of the foremost planned industrial development area success stories. Why? Because it meets the needs of a wide range of businesses and industries operating and profiting in Memphis—the 7th fastest growing city in the Nation.

The number of industries on Presidents Island has grown to 120 on this booming 960-acre industrial fill, served by a still water harbor on the Mississippi River, three railroads and numerous truck lines. Most of the lots in the remaining 150 acres of the area have harbor frontage.

The Memphis and Shelby County Port Commission is now receiving inquiries on lots in a companion development—the 5,000 acre Frank C. Pidgeon Industrial Area which is also served by the still water harbor.

Memphis and Shelby County Port Commission

Clark Kittrell, Port Director

P.O. Box 6072 — Memphis, Tennessee — 948-4422

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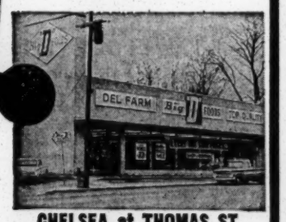

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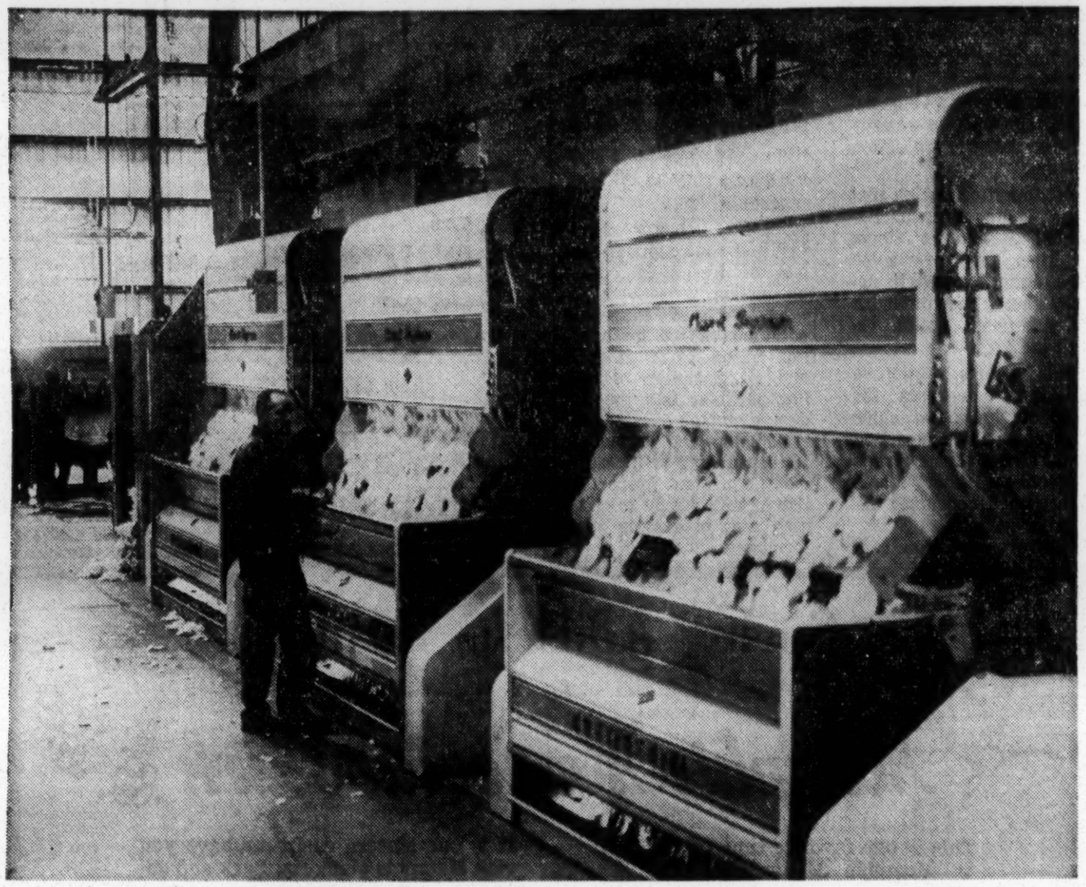

A CLAW FULL OF FEATHERS—Huge modern gins turn out raw cotton at high speeds, but the basic principle—saw teeth pulling cotton from the seed—is the same as the hand-crank gin invented by Eli Whitney. The inventor supposedly got his idea from watching a cat trying to slash at a chicken through a slatted coop. Each effort rewarded the cat with feathers.

Black And White Are Back In Style

Decorator Fabrics Lean To Non-Colors

Two non-colors can be as eye-catching as any shade in the color spectrum — if they're black and white.

Instead of color, pattern in fabrics now provides the visual interest which is a must in any home decorating scheme.

Black and white decorator cottons, available in a wide range of smart patterns, are used by interior decorators in unusual combinations.

For instance, large floral prints may be combined with small polka dots. Bold stripes are often paired with neat-looking houndstooth checks. Also effective together are twin prints: the same design in white on black repeated in a twin fabric in black on white.

New black and white prints in sturdy, washable cottons are easy to keep looking fesh and new. Most are machine-washable, and some are treated with stain-resistant finishes.

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VOILE IS VERSATILE

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A sheer delight is cool and airy cotton voile, summer's most stylish and versatile fabric. It's being used for smart day dresses, beach cover-ups, and Western-styled shirts as well as romantic after-five fashions.

When you sew with voile, or any sheer fabric, choose a pattern with a minimum of seams. Before cutting out the fabric, pin it to tissue paper to prevent shifting. Handle the tissue and fabric as one piece when basting and stitching.

Reduce machine pressure and use a fine needle with about 16 stitches to the inch.

GIs Prefer Cotton In Combat Zone

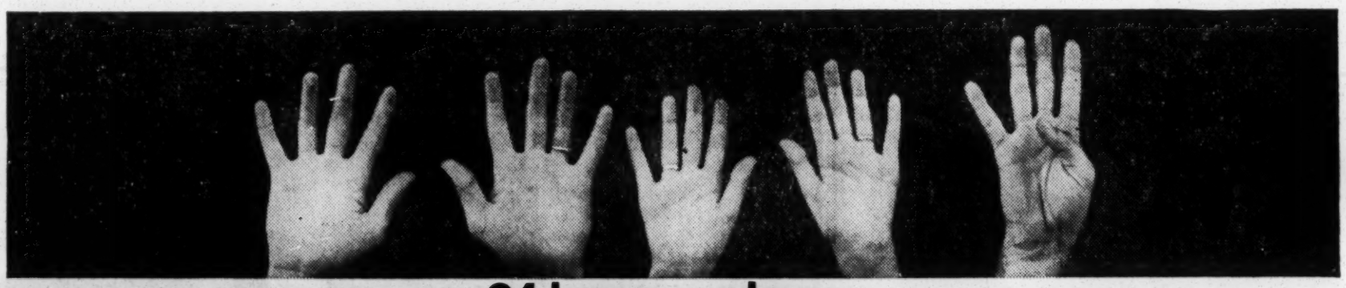
The military always has and still does prefer 100 per cent cotton for combat uniforms and fatigues, especially in tropical climates.

Furthermore, there is plenty of cotton available to produce these fabrics and the American textile industry has the capacity and desire to turn them out in the volume needed.

Cotton producer groups are emphasizing that there is no need for the military to accept substitute synthetic fabrics.

The tremendous increase in government textile orders to supply the military build-up in Vietnam prompted this statement. By the end of the

Daily Interest At Work



24 hours a day...

try has the capacity and desire to turn them out in the volume needed.

Cotton producer groups are emphasizing that there is no need for the military to accept substitute synthetic fabrics.

The tremendous increase in government textile orders to supply the military build-up in Vietnam prompted this statement. By the end of the 1966 fiscal year, military orders for clothing and textiles reportedly had climbed to more than a billion dollars. This was more than triple the 320-million-dollar total for 1965. Heavy demands are expected to continue throughout the coming year.

FATIGUE DUTY—Cotton fatigue uniforms in Vietnam have played a major role in boosting military orders for clothing and textiles to more than a billion dollars last year. Heavy-duty cotton clothes are preferred over synthetics in tropical areas.

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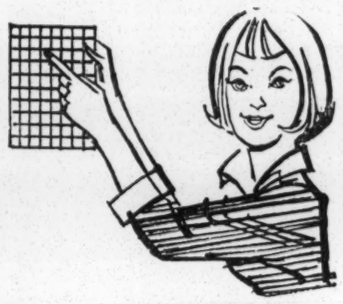

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Cotton Warehousemen Ask Help

By WILLIAM AUCOIN
United Press International

The cotton warehouse owner, an inconspicious but important middleman between the farmer and the textile mill, claims he is being forced out of business and he's blaming the Federal Government.

This small businessman and his counterpart own 1,200 cotton storage plants throughout the Cotton Belt. The warehouses are generally found close to cotton fields and therefore are unseen by the large masses of population.

The warehouses sprang up with the cotton industry and now represent an investment of 500 million dollars and provide employment for 12,500 persons.

The National Cotton Compress and Cotton Warehouse Association which represents the warehousemen issued an urgent appeal last week for an industry termed "doomed."

John H. Todd, executive vice president, said the cotton warehouse industry faces extinction "as it now exists as a free enterprise operation . . . unless it is allowed a reasonable price for its services, including those provided for Government-controlled and Government-owned cotton."

The industry, he said, has plummeted into a "critical financial situation . . . since the Federal Government became so deeply involved in cotton."

This is the problem:

The Commodity Credit Corporation (CCC), a Federal agency, is the largest purchaser of cotton warehouse services. It is estimated the CCC now controls directly or indirectly 11,616,000 bales.

The warehouseman attempts to get his share of the 43 million dollars the CCC spends to store this cotton. But he is allowed to charge only what the CCC stipulates or the warthouseman's published tariff rate, whichever is lower.

To make matters worse, the individual warehouseman sometimes reduces his storage rate to attract more CCC cotton. This hurts his fellow warehousemen.

And the CCC, in an attempt to reduce Government expenditures, goes after the lower rates, thus increasing the disparity between the going rate and the already low CCC rate.

The Cotton Warehouse Association cites a study of the Memphis State University Bureau of Business and Economic Research to back up larger monthly price. This, the report said, would force more cotton in the CCC loan program.

The second alternative is not really a choice. The warehouseman can meet short-term costs but resign himself to the loss of his fixed investment.

The third alternative and the one apparently backed by the Warehouse Association, is that the CCC should return to its earlier policy of industry-wide storage rates.

This, the report said, would give the warehouse business the stability it needs.

The MSU report also did some figuring on how much an increase is needed to provide the warehouseman a normal return on investment.

Depending on the size of his storage area, the warehouseman needs anywhere from a 7 per cent increase to a 35 per cent increase in revenues. And the researchers were not counting prospective cost increases, especially for employes, and the declining cotton storage volume.

The Memphis State report and the Warehouse Association paint a bleak future for the cotton storage industry.

Producers, ginners, merchants, spinners and others involved with the crop will be watching to see what happens.

SPRING MODNESS — The high collar and the three-button cuffs mark it "Mod" if you can't tell from the giant black-and-white paisley pattern.

Cotton Tunic Apron Is Easy To Fashion

Varied Trims And Fabrics Add Attractiveness

The newest look in kitchen cover-ups is the cotton tunic apron. Easy to make, the tunic apron is a straight-cut garment that slips over the head and is joined together only at shoulder seams. Waist ties secure the apron at the sides. One size fits all.

To personalize each style, vary trims and fabrics. The same basic tunic pattern can look dressy or practical, depending on the trims and fabrics used.

For a party apron, choose sparkling white cotton pique or lustrous cotton satin. Trim the scooped neckline with black pom-pom braid. Or pick a perky black and white polka dot print and outline the neck with black rickrack. Use the rickrack for waist ties, too.

For an apron with versatility, make it reversible. Co-ordinated cottons — in colorful stripe and polka dot combinations, checks and solids — take the guesswork out of matching up colors and designs.

Don't Blame Thread

Cotton mercerized thread, the all-time favorite for home sewing, is extra-strong. If the thread should break in the sewing machine, check to see if the machine is threaded correctly. Breaking also may be caused by a bent needle, or a needle that is the wrong size for thread.

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NEW CAR MAINTENANCE KNOW-HOW—

fellow warehousemen.

And the CCC, in an attempt to reduce Government expenditures, goes after the lower rates, thus increasing the disparity between the going rate and the already low CCC rate.

The Cotton Warehouse Association cites a study of the Memphis State University Bureau of Business and Economic Research to back up its plea for help.

The report said the "CCC has reduced the contract storage rates on cotton which it controls to levels which give the cotton warehouse industry inadequate revenues and unduly small, non-existent, or negative returns on investment."

The study said if the situation continued as it is now it would "ultimately result in severe contraction and perhaps disappearance of the availability of cotton warehouse services."

There are three alternatives, according to the MSU report.

The first one is undesirable. The warehouseman would charge the farmer and other private sources a

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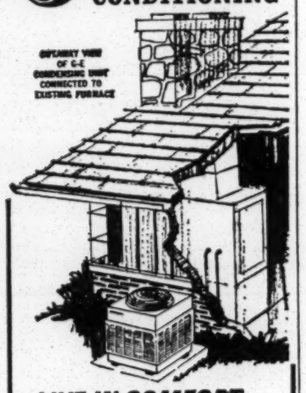

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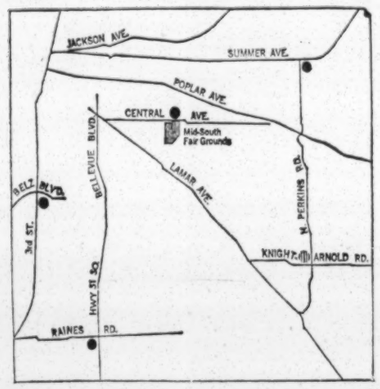

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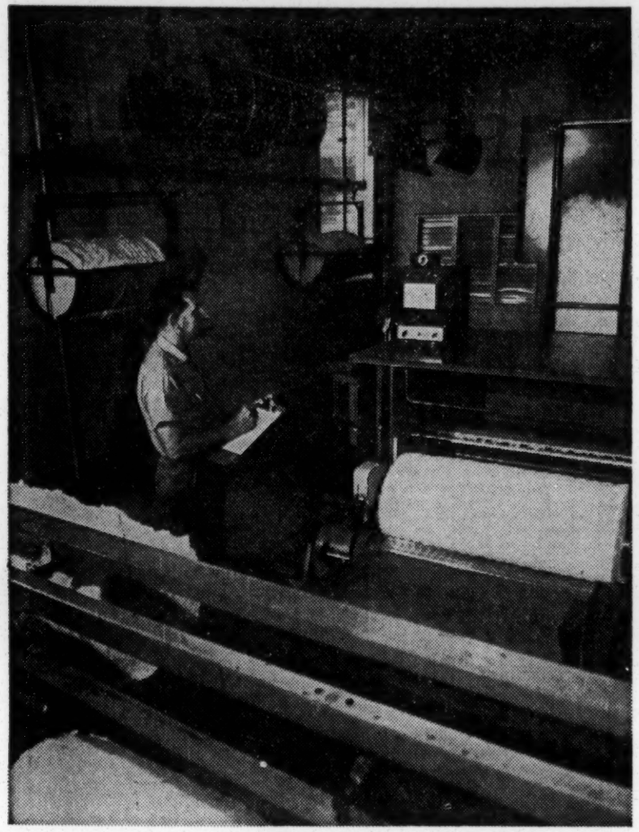
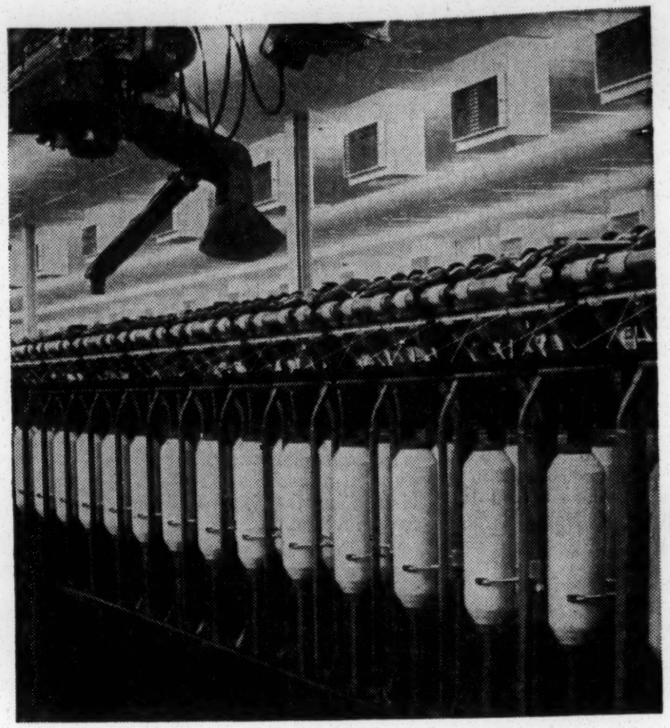




Strange And Mysterious Things Transform Raw Cotton Into Cloth

Almost any schoolboy in the Mid-South can recite the cycle of cotton, from seed to gin.

In the growing areas, "cotton" is a field of bolls waving white in the summer wind, or a steel-strapped bale sitting in a warehouse or on a wharf. It bears practically no relationship to the gaily colored bath towels and sports shirts it will become.

Its metamorphasis from boll to bale is only half of the story. From bale to ball gown is just as important.

Let's take it from the gin. A hand rips a sample from the bale expertly, and it is this sample that will determine the price. Expert classers examine it for its staple (fiber length) color, brithtness, amount of foreign matter, uniformity of fiber strength and smoothness.

Its next stop is the textile mill, where cotton from several bales is blended to insure uniformity of the finished product. The fibers, loosened and cleaned, are formed into sheets, called lap. The lap is wound into a loose roll, which is fed into a carding machine for more cleaning and fiber separation. The lap is unrolled and drawn onto a revolving cylinder civered with short wire points.

The cylinder pulls the fibers from the lap, partly disentangles them and shapes them into a fine web. This web is drawn through a funnel-shaped device which molds it into a sliver — a rope-like strand about as big around as a little finger.

At the drawing frame, as many as eight of these slivers are combined into one strand, which is drawn out, without twisting, and reduced to about the same diameter as the original sliver.

From the drawing frame the strand goes through the roving frame, which gives the strand its first twist, and draws it even finer. Then it passes onto the spinning frame, where it is drawn out to its final size, twisted into yarn and wound on bobbins.

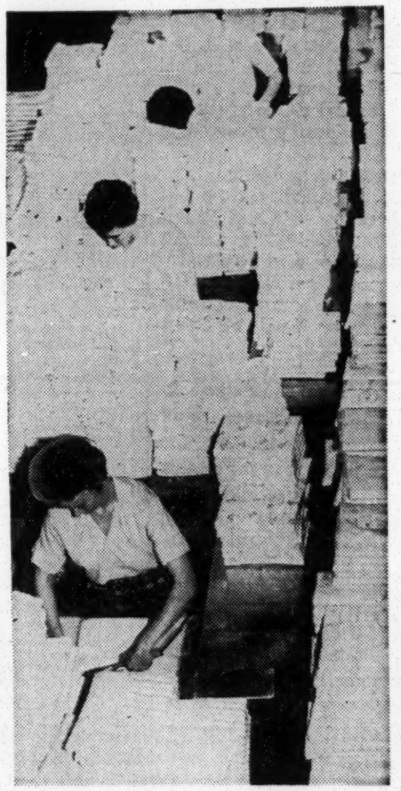
Weaving, on high-speed looms, transfers yarn into cloth, and the shuttles move too fast for the eye to follow, racing between the upper and lower harnesses as fast as they can change places. The woven cloth feeds off the loom under the eye of trained inspectors, and is packed on bales or rolls to await shipment to a finishing plant.

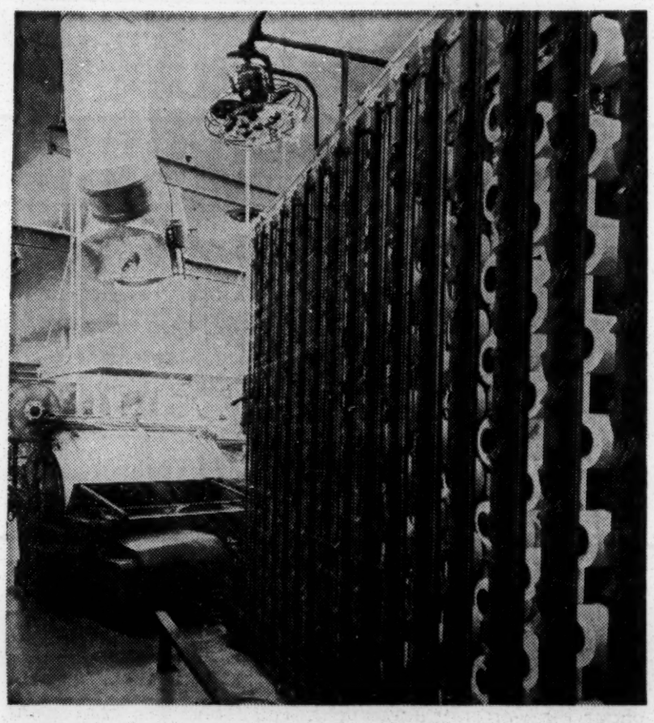
The same cotton cloth, rough and unfinished, can now go in any one of several different directions, thanks to the revolution in finishing techniques in recent years. It can be processed to look and feel like linen, silk, taffeta or wool. It can be finished to appear as chintz, denim, chambray, gingham, matelasse, moire or pique. It is singed, boiled, bleached, scoured, mercerized (treated with caustic soda), dyed and printed — all before the first knife ever touches it to cut it into a pattern.

Cotton is printed exactly as the color pages of this edition are printed — passed at high speed between metal rollers that carry colored inks onto the surface of the material.

The last step before cutting and sewing is chemical finishing, which imparts such qualities as permanent press, wash-and-wear, fire resistance and stain resistance.

After that, it depends on the dressmaker.





Some of the steps from the cotton bale to the finished pillow case are shown in these photographs. Cotton blended from the bales (above) passes through cleaners to picking machines, which open the compressed cotton and transforms it into laps. The laps become slivers, (top center) which become strands and then are spun onto bobbins (top left).

After the spinning process, which reduces the cotton to its finest thread, the strands are fed onto a wrap beam (lower left) from hundreds of bobbins, to begin the weaving process. After the threads are woven into cloth, they are subjected to a long series of mechanical and chemical rigors, including cutting, dyeing, and sewing, before they are packaged (lower right) into the finished product, and sent to store counters all over the world.

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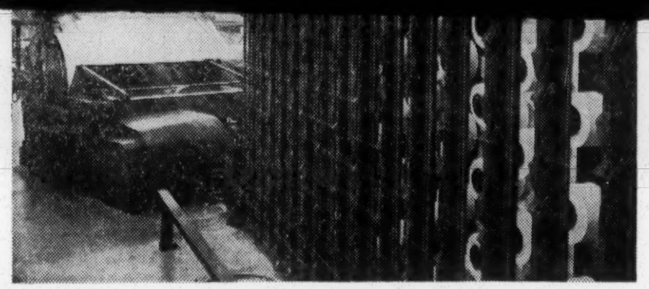

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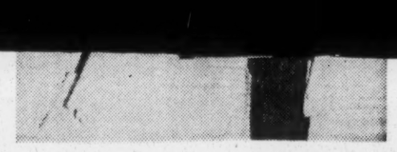

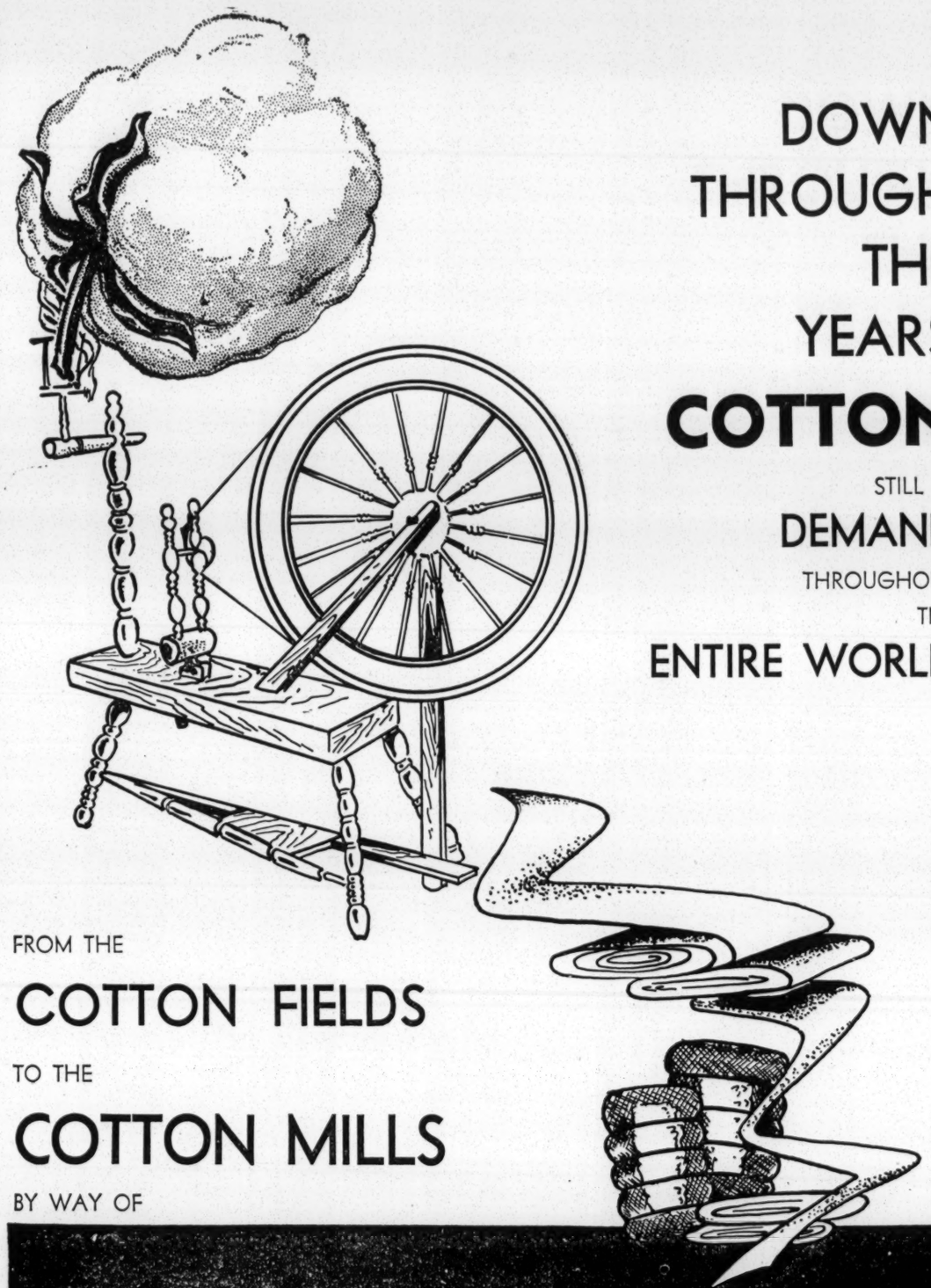

DOWN THROUGH THE YEARS

COTTON

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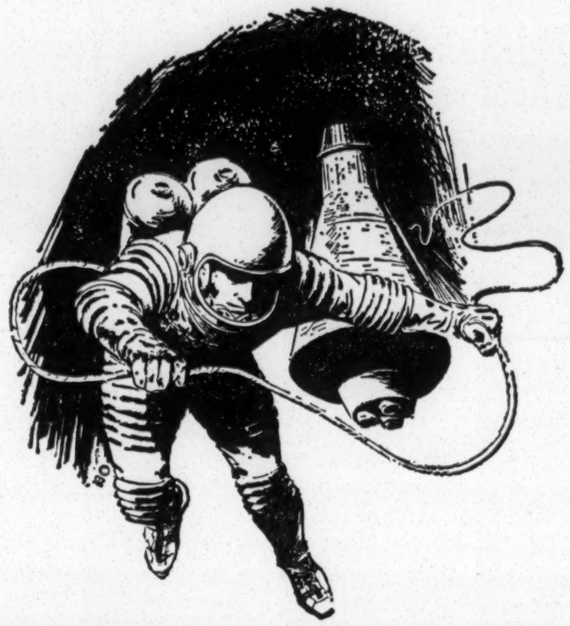

WE KEEP ON MOVING AHEAD!

A walk in space . . . and tomorrow, the moon! It's all a part of progress and the vitality of the age in which we live. EACH OF US RIGHT HERE IN THIS COMMUNITY IS A PART OF THAT PROGRESS. What we do here helps our town and that in turn helps us to move ahead everywhere! Barretville Bank & Trust has been moving ahead for more than half a century until today we have seven branches and three affiliates to serve the Mid-South with the most modern banking facilities. It is our privilege to do business here and be a partner with you and your neighbors in such a challenging local program of progress and growth.

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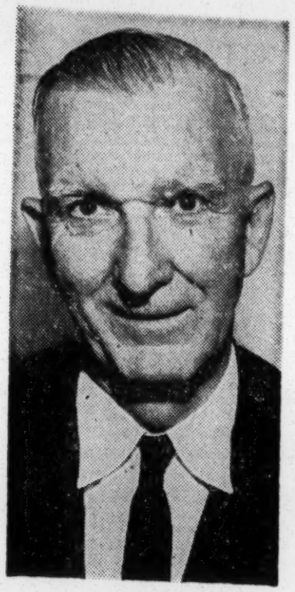
Memphian, Californian Guide Activities Of Cotton Council



Norris C. Blackburn

A Memphis cotton warehouseman and a California cotton producer have teamed to guide the activities of the National Cotton Council.

Norris C. Blackburn of 198 Pinehurst, head of Union Compress and Warehouse Company, moved up to the Council's board chairmanship after serving as president last year.

He was succeeded by Raymond E. Blair of Bakersfield, Calif., in the Council president slot.

Mr. Blackburn, one of the founders of the Cotton Council has served the industry continuously since 1950 as a warehouse delegate.

He was an advisory member of the Council's committee on organization in 1938 and served as an advisor until 1949. He also has served as a director and as treasurer.

He is a member of the United States Department of Agriculture's cotton and cottonseed research and marketing advisory committee.

During World War II he was an advisor to the Office of Price Administration and has been a member of the Commodity Credit Corporation's industry committee since the beginning of the price support programs more than 30 years ago.

Mr. Blackburn was born in Tillatoba, Miss., and came to Memphis as a youth. He entered the warehouse business in 1916 as a clerk and weigher with the Memphis Terminal Corp.

He was manager of the merchandise storage division of Federal Compress and Warehouse Co. from 1923 to 1928 when he joined Union Compress Warehouse Co. as office manager. He became president in 1959.

He is a member of St. Luke's Methodist Church, the Memphis Country Club, Tennessee Club and the Rayville Fishing and Hunting Club.

His elevation to the chairman of the council was announced at the close of the organization's 28th annual meeting. The council is the control organization of the raw cotton industry.

At the same time, Mr. Blair's election as president was announced. He is a partner in extensive farming operations in the Buttonwillow area which produces cotton, alfalfa, sugar beets and grain.

Mr. Blair also has been engaged in the farm machinery business for many years and last year opened a heavy duty truck sales operation.

He has been a member of the steering committee of the Cotton Producers Institute since its founding in California six years ago. A year earlier, he was named a producer delegate of the National Cotton Council, a post he held until becoming president.

He is chairman of the Kern County Farm Bureau cotton department and of the California Farm Bureau Federation cotton department.

In those posts, he serves as adviser to many cotton organizations and agencies. He has been consultant to the USDA and the cotton experiment station in Shafter, Calif.

In 1965, he joined with a small group of other farmer-businessmen to form the Trans-World Agricultural Development Corporation which is engaged in consulting, planning and developing farming and food processing projecs in foreign countries.

He is a past director of the Trade Club of Greater Bakersfield.

Fresh Fabric

A new kind of sports wear cotton will be on the market this spring. The piece goods fabric is frilly-looking on the outside, sturdy on the inside . . . it's white cotton cluny lace bonded to terry cloth. Use it for swim suits as well as cool summer dresses.

Fall Will Bring Corduroy Suits

Garments In Durable Press To Follow Success Of Summer Wear

Following the successful test marketing of men's all-cotton summer suits last year, durable press corduroy suits are scheduled to be in retail stores this fall.

The Gordon-Ford Company, Conshohocken, Pa., will be the manufacturer.

Gordon-Ford also was the manufacturer of the 600 summer suits marketed in Fresno, Dallas, Memphis, Atlanta, Miami, and Charlotte last year.

The durable press suits marked the revival of the potential market for all-cotton cord and seersucker fabrics, popular until cotton-synthetic blended fabrics took over the market about 15 years ago.

Test suits also were made from tropical weight fabrics in two patterns which sold better in the South than the cord or seersucker.

The corduroy suits scheduled for this fall will be made from fabrics treated by the patented wet-fix process for durable press. This same process was used for the summer suits.

Durable press cottons are the latest advancement in easy care, and the cotton industry's hope for regaining markets lost to synthetics and blends.

In this process, final curing of the fabric is done after the garment is cut, sewn, and creases set in place. The result is that the all-cotton garment is given a wrinkle-resistant finish, with desired creases and pleats durably set in place.

Durable Press Under Scrutiny

Researchers To Test Shirts Against Blends Of Synthetics

Cotton Producers Institute has announced an independent research project to provide a head-on test performance of all-cotton durable press shirts with polyester-cotton blends.

The research will be carried out at Texas Woman's University at Denton. It will be financed by a $15,000 grant each from CPI and the Cotton Research Committee of Texas.

Four types of cotton durable press shirts and two types of polyester-cotton blend shirts will be used. A total of 42 shirts will be bought on the open market.

Texas Woman's University home economists and technicians will use four common variations in laundering and drying to duplicate as nearly as possible conditions faced by the homemaker.

The shirts will be worn in rotation by men actually at work at the school. Each shirt will be washed after each 8-hour wear period.

Technicians will evaluate the shirts for total wear-and-wear performance, including cleanliness, appearance and durability, after

Buy the Mercedes-Benz 250S and spend your $6400 on engineering, not status— you'll sleep better at night.

$6400 is too much to squander on keeping up with the Joneses. The Mercedes-Benz 250S is built to be judged squarely on its merits—like sheet metal 1 mm thick, pow-

ply 100 mph tires, and a device that silently pumps the rear end up, to keep you riding level, if you add heavy loads to the trunk.

Price. Take away automatic transmission and power steering, and the 250S

conditions faced by the homemaker.

The shirts will be worn in rotation by men actually at work at the school. Each shirt will be washed after each 8-hour wear period.

Technicians will evaluate the shirts for total wear-and-wear performance, including cleanliness, appearance and durability, after each five washings.

Research will be conducted under the direction of Dr. Pauline Berry Mack, noted home economics researcher, and will give the industry and trade the facts about fiber and fabric performance in durable press, the CPI said.

"Previous research on easy care finishes which preceded the development of durable press gave cotton an edge over polyester-cotton blends in performance," the Institute said.

Plus values were listed as ease and simplicity of washing, prevention of soil accumulation and non-retention of oily stains, freedom from static electricity, wearing comfort and avoidance of piling.

The CPI said, "Actual wearing experience we have had with all-cotton durable press products, together with the favorable consumer reactions reported by retailers, indicates cotton retains its advantages in durable press as in easy care.

"But we are going to put the matter to a test as a service to the trade and the public. It will be tested under conditions that correspond with circumstances housewives live with on a day-to-day basis," the CPI said.

Spring Season Is Opportunity For Silhouette

Figure-defining silhouettes emerge as the most important new look of the spring season in California designer collections.

But while the fashion line is more body-conscious than in seasons past, it's done with a softness and subtlety that's both feminine and flattering. The subtle shaping is achieved by darts and seaming, and in the cut itself. Skirts are easy-swinging from paneled fronts or slight flares. Waistlines move in closer, some merely hinting at a fitted look, others frankly marked by belts. Even tent shapes are more controlled, and some body-skimming styles come with belts.

In the fabrics, more emphasis than ever is on cottons with textured surfaces. These include the crisp, cool piques which come in an almost endless variety of faces; the handsome jacquards woven in bas relief patterns; the regal brocades; the sculptured-looking matelasses and thick-ribbed ottomans.

$6400 is too much to squander on keeping up with the Joneses. The Mercedes-Benz 250S is built to be judged squarely on its merits—like sheet metal 1 mm thick, powerful 4-wheel disc brakes, hand-rubbed enamel finish, and hundreds more. "One of the world's finest sedans," is Road & Track magazine's verdict. The more you read about it, the more you'll agree.

The Mercedes-Benz 250S: the $6400 car that's likelier to end up in a museum than a junkyard.

OWNING the Mercedes-Benz 250S will be a tribute to your good sense, not your ego.

Your investment won't be eroded by annual styling changes, slapdash workmanship or cheap materials. You can realistically expect to keep this car until it has more than repaid its cost by years of faithful service.

At that point, you may decide to keep the car forever. "To sell it now would be like divorcing my wife," says one happily married, longtime Mercedes-Benz owner.

Built for the long haul

It's hardly a shock to find that so many Mercedes-Benz owners hang on to their cars for decades. They are built to last.

For instance, 16 selected gauges of sheet metal, up to one millimeter thick, help form the 250S "unit" body. It is welded at 10,000 points and then hand-sanded and filed for three hours, before being dipped in a tank and *completely coated* with primer. (In all, the 250S carries 48 pounds of protection against rust.)

The three-layer enamel finish includes a top coat sprayed by hand, then rubbed by hand to yield a smooth high gloss.

At a separate engine factory in Stuttgart-Untertürkheim, bearings are machined down to tolerances of *.019 of a millimeter.* Each finished engine runs for more than an hour in the testing room before its individual report card is signed.

Not a barge

If you are a good driver now, your 250S will make you a better one. You drive this car. It doesn't drive you. An important factor: the 250S reverses that silly trend among $6400 cars toward size for its own sake. It is not a blundering barge. In fact, it measures two feet shorter than its major rivals. You flick it through traffic, and you slip into parking spots denied to heftier cars.

The 250S is so *roadworthy* a car that its introduction to the automotive press was staged on a racing circuit.

It is reassuring to know that you ride on a suspension system adapted from a world-championship Mercedes-Benz racing car. According to *Road & Track*, it "offers a combination of riding comfort and stability that is the standard for comparison."

Racing-car brakes

You stop the 250S with a brake system used on every current 180-mph Grand Prix racing machine: 4-wheel *disc* brakes. Racing drivers like the way disc brakes resist fading, even in successive stops from 100 mph. They also resist moisture and dust—and wear.

It's also reassuring to know that your 250S won't careen into a skid if you suddenly slam your foot on the brake pedal. The reason: a small mechanism automatically *balances* forces between front and rear brake systems to prevent rear-wheel "lock up."

Another built-in mechanism, a servo booster, does just that: it boosts your gentle pressure at the brake pedal into power for sure, smooth stops.

A nice place to live

No matter how far the destination, you and your passengers will arrive rested and relaxed in the 250S.

"The seats are as good as any in the world," writes the Editor of *Car and Driver* magazine.

Separate, chair-like seats with reclining backrests are fitted up front. Passengers in the rear sit on a divan-like seat, five feet in width. It is as relaxing on long trips as those in front.

You enjoy a shade more headroom than in a Lincoln Continental, a shade more shoulder room than in an Oldsmobile Toronado. And you enjoy remarkable visibility in every direction.

Stale air is exhausted, and fresh air constantly replenished, by an ingenious ventilation system built to function perfectly, even with all windows shut tight.

The 250S cabin is a nit picker's despair. The wood trim you see is real wood, not plastic. Even the *underside of the dash* is fully trimmed and finished.

No hidden extras

If your wife argues that $6400 is too steep a price even for the 250S, remind her of this: the car is equipped with items that would normally cost you *hundreds* of dollars more to get.

These include a 4-speed automatic transmission, power-assisted steering, superb 4-ply 100 mph tires, and a device that silently pumps the rear end up, to keep you riding level, if you add heavy loads to the trunk.

Price. Take away automatic transmission and power steering, and the 250S drops to $5884*. Even so, it is hardly a stripped-down model.

Mercedes-Benz motor cars: from $25,582* to $4,084*

You may be able to afford a Mercedes-Benz without knowing it. Below are suggested retail prices* for 7 of the 15 Mercedes-Benz models:

600 Grand Mercedes	$25,582
300 SE Coupe	11,807
250 SE Coupe	9,099
230S Sedan	4,910
230 Sedan	4,280
200 Diesel Sedan	4,305
200 Sedan	4,084

**East and Gulf Coast ports of entry, exclusive of transportation charges, options, state and local taxes if any.*

A word on safety

Mercedes-Benz has received widespread publicity about its safety engineering achievements over the past several years.

Work continues to make Mercedes-Benz cars even safer, both in avoiding trouble, and in protecting you if trouble occurs.

For sane drivers, Mercedes-Benz cars can help reduce the hazards of driving—without dulling its pleasures.

But however well engineered it may be, no car can entirely defend against the show-off, the drunkard, or the neurotic bent on self-destruction. Safety depends on you, too.

Clip coupon for brochure

To find out more about the new Mercedes-Benz 250S, send for your free 16-page color brochure. Just fill out and return the coupon below. Better yet, see your Mercedes-Benz showroom. See and test-drive the car that makes fat cats obsolete.

Continental Cars, Ltd.
3270 Hwy. 51 South, Memphis, Tenn.

Please send me your 16-page brochure on the new Mercedes-Benz 250S.

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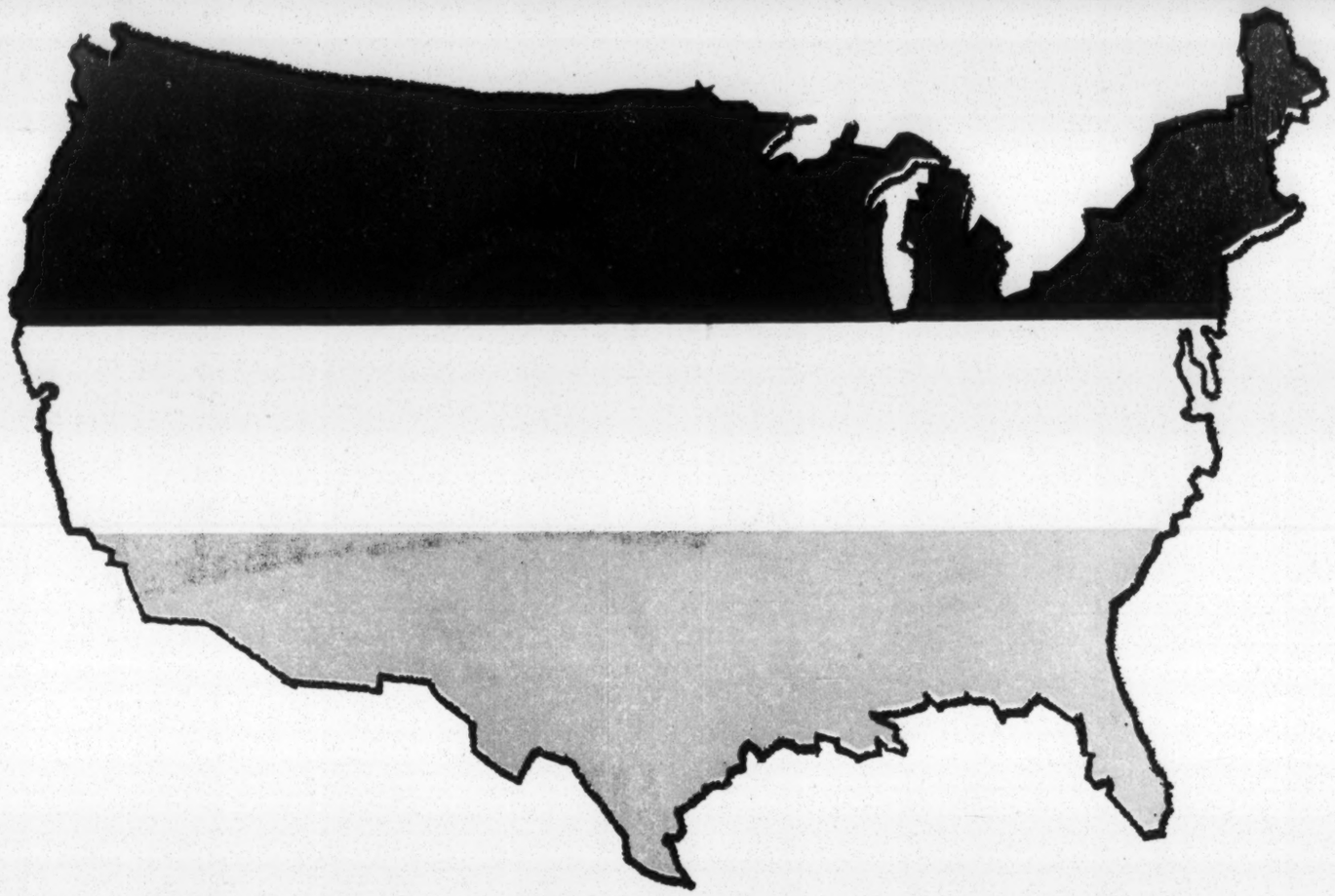

(But it's good in a lot of neighborhoods!)

That's what's so special about this new kind of credit card. It's all-purpose! Welcomed as readily by your neighborhood shoe store as by many of the nation's major airlines...Accepted like cash in Memphis and the Mid-South. And honored in other parts of the country, too. Coast to Coast.

In short, BankAmericard is the *one* card to carry when you're in the market for any kind of retail merchandise or service, even medical and dental treatments. It's as good, almost, as carrying a hundred individual credit cards. And decidedly less bulky!

Pick up a BankAmericard application blank at any First National office. (No, you don't have to be a customer to join!) Or get one today at any member store. BankAmericard, another people service from First National Bank.

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Any problem about genealogy from this — How

ATTORNEY GENERAL REFERRALS

Company	State and County Location
✓ 1. Abney Mills	South Carolina: Anderson, Greenville, Greenwood, Oconee
2. American & Elpird	North Carolina: Caldwell, Stanly
3. Beaunit Corporation	North Carolina: Martin, Cleveland
4. Collins & Aikman	North Carolina: Cabarrus, Pearson Pitt, Stanley
5. J.A. Cline & Son, Inc.	North Carolina: Burke
6. Kayby Mills	North Carolina: Davidson
7. Kendall Mills	North Carolina: Mecklenburg South Carolina: Anderson, Kershaw, Mecklen-Burg, Oconee
8. Madison Throwing Co.	North Carolina: Rockingham, Wayne
9. Mount Vernon Mills, Inc.	South Carolina: Anderson, Greenville, Richland, York
10. Pine Hosiery Mills	North Carolina: Montgomery
11. Pittsburg Plate Glass	North Carolina: Cleveland
12. Reeves Brothers, Inc.	North Carolina: Cleveland, Gaston, Rutherford South Carolina: Lee, Greenville, Spartanburg
13. Renfro Hosiery Mill	North Carolina: Surrey
14. Riegel	South Carolina: Greenville, Greenwood
15. Shuford Mills Inc.	North Carolina: Burke Caldwell, Catawba, South Carolina: York
16. Southern Weaving Co.	South Carolina: Greenville & Pickens
✓ 17. Spartan Mills	South Carolina: Spartanburg
18. Susan Company, Inc.	North Carolina: Catawba
19. United Merchants & Manufacturing Company	North Carolina: Iredell South Carolina: Aiken, Greenville, Union
20. Wellman Combine Company, Inc.	South Carolina: Florence

✓ Also on AG's Order for Consolidation — Cooper Jackson [illegible]

OTA/SF:gj
24 Apr 67

COMMISSIONER CHARGES

Company	State and County Location
1. Bigelow Sanford	South Carolina: Greenville, Spartanburg
2. Cleanese Corp.	North Carolina: Mecklenburg
3. Chatham Mfg. Company	North Carolina: Surry
4. Johnson & Johnson	South Carolina: Oconee
5. Firestone Tire & Rubber Company	North Carolina: Gaston
6. Graniteville Company	South Carolina: Aiken
7. Groves Thread Company	North Carolina: Gaston
8. Gurney Industries, Inc.	North Carolina: Gaston
9. Kerr Bleaching and Finishing Works	North Carolina: Cabareus

OTA/SF:gj
24 Apr 67

May 22, 1967

Miss Connie
Curry
American Friends Service Committee
41 Exchange Place
Atlanta, Georgia 30303

Dear Connie:

I have failed to reach you before I have to leave town again. More's the pity!

In connection with an interagency effort to create equal employment opportunity in the textile industry (a project about which I think you have heard) could you suggest a few names of persons in the Greenville or Anderson, South Carolina, area who would be good guides to the community, race relations, action groups of who might be local participants in an employment project?

Anything that you could do would be most helpful. I will be out of town the week of May 21st but if you could drop such suggestions as you have in the mail to me it would be most helpful.

Sorry not to see you in person. I will be back May 29th; when will you?

q

Sincerely,

Emory F. Via, Director
Labor Program

EFV/jd

(dictated but not read)

May 22, 1967

Stanley Ruttenberg
Assistant Secretary for Manpower
U.S. Department of Labor
Fourteenth St. and Constitution Ave., N.W.
Washington, D. C. 20210

Dear Stanley:

This is a much belated expression of appreciation for your having met with Jean Fairfax and myself on April 4. The suggestions and questions from you and your staff proved most useful to us in formulating a project to develop equal employment opportunity in the textile industry.

Despite the fact that you have not heard from us, we have been busily putting the project together. We have now received funding from a foundation for our basic program and hope soon to secure our chief staff person. We continue to be encouraged by the interest and response on the part of EEOC and OFCC.

Before too long we will be in touch with Curtis Aller and perhaps others about our further needs. Our day's visit in the Labor Department was most helpful in filling us in on the resources which might be available to make the project more productive. I believe when we are again in touch with your staff we can be fairly explicit about our information needs, or the kinds of problems on which we need expert assistance.

Your cooperation in this matter has been gratefully welcomed by the six agencies undertaking the project.

Sincerely,

Emory F. Via, Director
Labor Program

EFV/jd
(dictated but not read by Mr. Via)

May 22, 1967

Miss Jean Fairfax
N.A.A.C.P.
Legal Defense & Educational Fund, Inc.
10 Columbus Circle
New York, New York 10039

Dear Jean:

Since I will be out of town for the week of May 21st let me pass on a few odds and ends. I am hoping that Connie Curry and Ted Freedman will get some names to me in my absence. There is a reporter by the name of Gill Roland who works for the Greenville Piedmont. He has been described to me as an able and liberal fellow who has not been umch involved in the last year or two in action groups. At one point he had very good contact with the labor people working in that atea. His wife works with the YWCA (I do not know if she is on the staff in anyway) and has had a good bit of interest in desegregation activity. The two of them might prove to be useful contacts.

I will attempt to chase down here a study with which you may already be familiar conducted by someone from Cornell on Greenville's race relations and comparing them to Winston-Salem. Does this ring a bell?

I was in an AFSC meeting with Henry DeGive from the EEOC regional office. He tells me that he will be assigned to the Anderson area and that they are planning to begin work there right away. Perhaps Cramer has already been in touch with you about this; DeGive simply told me since we were seeing each other. Incidentally, I am told that there is a brother of Olin D. Johnson who runs a furniture store in Anderson and might prove to be a useful contact. I gather he is another intriguing mixture of southern politician and old time populist.

Randy Blackwell has another name for us to check out for this staff position. He is Eugene R. Allen at 72 West 45th St., New York City. His phone number is 573-6535. Randy says that

he was a regional director of the Job Corps working in an eastern region covering part of New York and New Jersey. Randy's recollection is that he had heard that Allen was looking for a new position.

I will not get to talk with Vernon before I leave town about Mordecai Johnson. Randy did not know him but felt that he should have known anyone that had been active in South Carolina.

Two other names have come to me as possibilities for a staff position. One is John Reynolds whom I think I mentioned to you. He is a young fellow, hard working and sincere, who definitely would not fit for our top staff position. However, in the event that we later need some field staff he would perhaps be a good candidate as a combination field investigator and field recruitment person. The other man's name is Ernest Miller. Miller is quite presentable. A graduate in Business Administration from Morehouse. He has worked for Coca-Cola and would be interested in our staff position. I would think he might be a real possibility if we are unable to find a person with the experience we desire.

I have had my talk with Alice. She is non-plused and distressed. I do not feel she's wholly to blame; there are other factors in this situation which I will discuss with you and George at a later date. However, I think we have no other alternative for the present except to avoid further involvement, but we can clear this up later.

There are two other possible contact names in Greenville. Your evaluation of them would be as good as mine or better. They are Martin England who works for the American Baptist Convention and you will recall has participated in the SIAC meetings. The other is Dr. W. F. Gibson who is currently the Chairman of the Greenville Human Relations Council.

I will continue to plan to be in Washington May 31 and June 1 and perhaps 2. I trust we can keep moving. My Secretary can tell you how to reach me in Detroit if it becomes necessary.

Sincerely,

Emory F. Via, Director
Labor Program

EFV/jd
(dictated but not read)

May 22, 1967

Mr. Curtis C. Aller
Associate Manpower Administrator for
Policy, Evaluation and Research
U. S. Department of Labor
14th St. and Constitution Ave., N.W.
Washington, D. C. 20210

Dear Mr. Aller:

First, let me express a very tardy appreciation for the time you spent with Jean Fairfax and me in Stanley Ruttenberg's office in April. You will recall that we discussed a private inter-agency effort to work on equal employment opportunity in the textile industry. Your insights and suggestions were most helpful.

Subsequent to our visit to the Labor Department, we have received funding from a private foundation for the basic portion of our project. We are now seeking to fill the key staff position.

Miss Fairfax and I would welcome an opportunity to talk with you further about the project. Some recent developments may be of interest to you and we are in a better position to make explicit the kinds of further information and assistance which we could use.

It is our plan to be in Washington on June 1 and 2. Could you either send me a time when an appointment would be convenient, or else let us call you upon our arrival to set an appointment with you?

I look forward to seeing you again.

Sincerely,

Bryan E. Vie, Director
Labor Program

SOUTHERN REGIONAL COUNCIL, INC.
5 FORSYTH STREET, N.W., ATLANTA 3, GEORGIA

EFV/jd
(Dictated but not read)

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Mrs. Betty Cantor
Community Consultant

SOUTHERN OFFICE
Anti-Defamation League of B'nai B'rith
41 EXCHANGE PLACE, S. E. – 523-3391 – ATLANTA, GA. 30303

May 23, 1967

Mr. Emory F. Via, Director
Labor Program
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Emory:

In response to your letter, may I suggest that you contact Mr. Irving Abrams, 117 Dellwood Drive, Greenville, S.C.

Irving is currently President of the South Carolina State Association of B'nai B'rith Lodges, a very decent person and one who manages one of the plants which manufactures shirts. I believe he would be helpful, and though he may not want to publicly identify with a specific program, you should be able to co-opt his services. Further, he can provide you with leads as to additional persons who might be helpful.

Best wishes.

Cordially,

Ted

Theodore Freedman

TF/rk

cc: Mr. Irving Abrams

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Southern Regional Council, Inc.
5 FORSYTH STREET, N. W. ATLANTA, GEORGIA 30303
522-8764

A Council to attain the ideals and practices of equal opportunity for all peoples in the South

May 22, 1967

Mr. Ted Freedman
Anti-Defamation League
Regional Office
41 Exhange Place
Atlanta, Georgia

Dear Ted:

Sometime ago we discussed the project in the Carolinas for encouraging equal opportunity in employment in the textile industry. We are beginning to make some contacts in the Greenville and Anderson, South Carolina,areas.

It would be most useful if you could supply a few names in these areas of reasonably open management people or other community leaders who could be of assistance in giving some orientation to the community, the current status of race relations and/or who might wish to assist an employment project.

I will be out of town the week of May 21, but if you could write me or call my secretary during that week it would be most helpful. Otherwise, perhaps we could talk on May 29th when I will be back in town.

Thanks for anything you can do to assist on this one.

Sincerely,

Emory F. Via/jd

Emory F. Via, Director
Labor Program

EFV/jd

(dictated but not read)

SUITE 1103
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Mr. Emory F. Via, Director
Labor Program
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

The South Carolina Council on Human Relations
1330 LAUREL STREET
Columbia, South Carolina 29201

May 26, 1967

Textile

Mr. Emory Via
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Emory:

After talking with you last week I put on my thinking cap and when I was reasonably sure that almost no conversation about your meeting at the Holiday Inn had taken place between Mr. James and me, I decided to look into the matter of what his contact may have been with Mr. Coffin. I understand that he phoned Mr. James to inquire when EEOC was to initiate a survey of the textile mills in South Carolina. He told Mr. James that he had learned at Charlotte that such a survey is to be made. Mr. James informed him that he had no knowledge of the meeting at all but that I had attended, he thought. Mr. Coffin then tried to reach me but without success. He told Mr. James that he had a very good friend in Washington in the EEOC office and that he would call him. His objective in doing so he said was so that he might open the doors to whoever might be making the survey!

I thought that you might like this information as it might throw in a little different perspective what you had seemed to learn from our mutual friend, George Butler.

I phoned George Butler to talk with him and ask specifically what Mr. Coffin had quoted Mr. James as having said. From what he told me he merely stated that he had talked with Mr. James but did not quote Mr. James as having given him any information.

Your guess is as good as mine as to how Mr. Coffin knew anything at all about the meeting at the Holiday Inn. From what both you and George Butler said, I would suppose that the representative from the T-Square Program whom you had invited there earlier in the day may have given Mr. Coffin this information. As I told you on the phone he is on the personnel committee for T-Square and no doubt is in fairly frequent contact with that office. The two offices, his and the T-Square, are fairly close together.

I sincerely hope that not too many roadblocks will be put in the way of getting some good affirmative action programs under way in South Carolina.

Sincerely,

Alice Spearman

Mrs. Alice N. Spearman
Executive Director

U.S. DEPARTMENT OF LABOR
OFFICE OF THE ASSISTANT SECRETARY
WASHINGTON, D.C. 20210

Tex

ASSISTANT SECRETARY
AND
MANPOWER ADMINISTRATOR

May 29, 1967

Mr. Emory F. Via
Director
Labor Program
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Emory:

Thank you for your letter of May 22, 1967.

I enjoyed meeting with you and Jean Fairfax.

If you need to get in touch with me again, please feel free to do so.

Sincerely,

Stanley H. Ruttenberg
Assistant Secretary and
Manpower Administrator

AMERICAN FRIENDS SERVICE COMMITTEE, INC.
Southeastern Regional Office
1818 South Main Street, High Point, North Carolina
P. O. Box 1791 Zip Code 27261 Telephone 919 882-0109

Claude C. Shotts
Regional Chairman
Wilton E. Hartzler
Executive Secretary
B. Russell Branson
Finance Secretary

June 5, 1967

Mr. Emory F. Via, Director
Labor Program
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Emory:

Connie has given me your letter of May 22 requesting the names of individuals in Greenville and Anderson who might be able to assist with the textile industry equal employment opportunity program.

I suppose you know that a couple of EEOC men have been in Greenville and have contacted a number of community people. They might be able to give you additional names. Enclosed is my list.

Let me know if we can be of any further assistance.

Sincerely,

Hayes

M. Hayes Mizell
South Carolina Community Relations Program
American Friends Service Committee
Suite 704, Columbia Building
Columbia, South Carolina 29201

MHM/seg
Enclosure

AT NATIONAL HEADQUARTERS
Gilbert F. White, *Chairman* • Henry J. Cadbury, *Honorary Chairman* • Colin W. Bell, *Executive Secretary*

Rev. James O. Rich 324 West Reed Street Anderson South Carolina Telephone 226-2108 or 225-8004	President, Anderson Branch of NAACP. Has been active in efforts to obtain equal employment opportunities in downtown stores. Young, a pretty good guy.
Mr. Bowen M. Wakefield Principal, Westside High School (Negro) West Franklin Street Anderson, Souch Carolina Telephone 225-7291 (school number)	Know nothing about him except that HEW investigators felt that he was very candid and helpful to them; apparently not the usual Negro principal.
Dr.Eugene Mandrell Professor of Psychology Anderson College Anderson, South Carolina 226-5893	Probably a moderate but apparently an open guy who is quite willing to be of assistance in a quiet way on racial matters. Probably could give a good reading on the community.
Mrs. Harnitha Smith c/o 22-A East Coffee Street Greenville South Carolina 29601 239-6896 or 244-2852	Chairman of the Greenville Education Committee, a group of parents who have their children in the desegregated schools. Knows the community, a good lady.
Mr. Robert L. Ware Manager of Research Greater Greenville Chamber of Commerce P.O. Box 10048 Greenville, S.C. 29603	Has been primarily involved with the Education Task Force of the Chamber but might be helpful and he will talk, I think.
Mr. Donald Sampson Attorney 125 Falls Street Greenville, South Carolina 239-9672	Pretty good guy; Negro; says what he thinks; generally has his fingers in what is going on in the Negro community and otherwise.
Mr. Harrison Rearden 409 East McBee Avenue Greenville, South Carolina 232-5377 or 277-4218	Negro insurance man active in local affairs; good guy.
Dr. W.F. Gibson 409 East McBee Avenue Greenville, South Carolina 233-7355	Negro dentist; President of the Greenville Council on Human Relations; looking for projects and program.
Rev. David C. Francis 604 East McBee Avenue Greenville, South Carolina	President of the Greenville NAACP. Talks a lot but does little. Is not highly regarded by the above people.

South Carolina Community Relations Program
American Friends Service Committee
Suite 704, Columbia Building
Columbia, South Carolina 29201

COLUMBIA, SC 18
PM
5 JUN
1967

"CAN DO!"
NAVY SEA
25TH ANN

Mr. Emory F. Via, Director
Labor Program
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

June 6, 1967

Miss Jean Fairfax
NAACP Legal Defense &
Educational Fund, Inc.
10 Columbus Circle
New York, New York 10039

Dear Jean:

My calendar indicates that we have a textile project meeting (government and private agencies) tentatively set for June 14-15. Has there been any further word on this?

I would strongly urge that we have such a meeting in Atlanta. Those dates would be o.k. with me.

Sincerely,

Emory F. Via, Director
Labor Program

EFV/jd

Text

MEMORANDUM

TO: Randolph Blackwell
Clarence Coleman
Jean Fairfax
Al Kehrer
Courtney Siceloff

June 6, 1967

There will be a meeting of the designated representatives of the groups directly concerned with the textile project on June 15, 1967. The meeting will be held in Atlanta in the office of Don Hollowell, Regional Director, EEOC, 1776 Peachtree St., N.E. The meeting should start at 10:00 a.m. and continue until about mid-afternoon

Emory F. Via, Director
Labor Program
Southern Regional Council
5 Forsyth Street
Atlanta, Georgia 30303

Textile

PAINTING by AFL-CIO Pres. George Meany titled Springtime in the Alps was among exhibits of the work of union members at a spring conference, Labor and Lively Arts, sponsored by the New York City Central Labor Council at Riverside Museum. The display also featured sculpture and decorative pieces and illustrative material created by members of several dozen international and local unions.

ATTEND YOUR UNION MEETINGS REGULAR

N.C. Gets $489,053 Federal Funds For Manpower Training

ATLANTA, Ga. — A regional spokesman for the U.S. Department of Labor here said that U.S. Secretary of Labor W. Willard Wirtz and Secretary of Health, Education and Welfare John W. Gardner announced today approval of 11 Manpower Development and Training Act (MDTA) projects for North Carolina costing $515,559, of which $489,053 will be Federal MDTA funds.

Central Piedmont Community College, Charlotte, will conduct four projects to train: 20 file clerks for 16 weeks, Federal cost $16,980, total $17,738; 20 sales clerks for 15 weeks, Federal $16,736, total $17,433; 20 combination welders for 38 weeks, Federal $46,026, total $48,-206, 20 cashier checkers for 16 weeks, Federal $18,281, total $19,-184.

Forsyth Technical Institute, Winston-Salem, will conduct five projects to train: 20 woodworking machine operators for 38 weeks, Federal cost $62,143, total $65,071; 20 entry food service workers for 38 weeks, Federal $83,281, total $88,-558; 30 auto service station mechanics for 20 weeks, Federal $43,-522, total $46,255; 15 entry combination welders for 38 weeks, Federal $53,952, total $57,608; 30 formal waiters and waitresses for 20 weeks, Federal $42,326, total $44,926.

One project to be conducted at Raleigh's W. W. Holding Technical Institute will train 20 combination welders for 31 weeks, Federal cost $48,679, total $50,926.

A project to be conducted at South Eastern Community College, Whiteville, N.C., will train 17 sewing machine repairmen for 42 weeks, Federal cost $57,127, total $59,654.

MDTA institutional programs are established through the North Carolina State Employment Service (NCSES) and vocational educational officials. The NCSES has responsibility of finding jobs for trainees upon their satisfactory completion of the MDTA course. Although the trainees cannot be guaranteed jobs, nationally 75 percent were employed at time of last contact. Employers interested in recruiting MDTA graduates may do so through NCSES.

The MDTA is administered jointly by the Department of Labor and the Department of Health, Education and Welfare.

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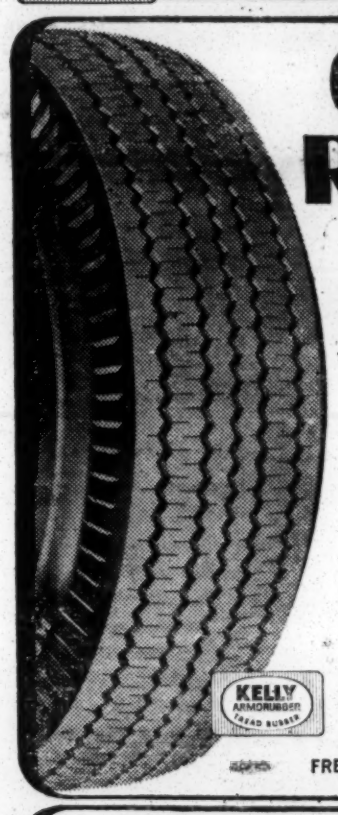

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UNITED STATES GOVERNMENT

Memorandum

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
1776 PEACHTREE STREET, N.W.
ATLANTA, GEORGIA 30309

7

TO : George Butler
Deputy Director, Technical Assistance

DATE: June 15, 1967

In reply refer to:

FROM : Regional Director
Atlanta, Ga. 30309

SUBJECT: Interim Report on S.C. Textile Project as of June 15, 1967

Statistical data:

1. Projected S.C. plant visits: 100
2. Letters sent to plants to date: 25
3. Plant visits: 12 consisting of 19 facilities
4. All plants located in two counties (Greenville and Anderson), with appointments scheduled in two additional counties (Laurens and Greenwood) for the next two weeks.

Anderson County: note: use of "community contacts" quite extensively — key man? no off action by co.?

Jackson Mills

written? Ray A. Booton, E.E.O. 15

Results: Very good. Employer agreed that 60% of next 25 new hires would be Negro. Assistance will be given by community Pursue contacts.

Blair Mill

Ray Booton, E.E.O.

Results: Luke warm. Not particularly cooperative, but will check on contact Negro community for future recruitment.

Clark-Schwebel Fiber Glass

Henry de Give and Charles Bell, E.E.O's

Results: Good. Management indicated that they will step-up Pursue hiring Negroes and seek Negro clerical personnel.

M. Lowenstein & Sons, Inc., Wamsutta Plant and Orr-Lyons Mill (executive Offices for Grey goods are in Anderson, S.C. and conference was held with officials representing 6 plants in South Caroling)

Henry de Give, Charles Bell and Harold Kramer, E.E.O's

BUY U.S. SAVINGS BONDS REGULARLY ON THE PAYROLL SAVINGS PLAN

Results: Fair. Made management conscience of their need to hire Negroes. Stated they will do in their own time. Refused help in community contacts. Did agree to hire a Negro in clerical position, with no time limit. Perhaps with continuous prodding, results will be better. Crackdown

West Point Manufacturing Co.
Equinox Mill

Henry de Give and Charles Bell, E.E.O's
Results: Excellent. Company will start an affirmative action program. Agreed to send a letter so stating. Additional Negro community contacts were given. pursue

Greenville County
Brookline Fabrics

William Morrison, Ray Booton and Harold Kramer, E.E.O's
This company has two plants located in Greenville and the results surpassed expectations and a letter of their intent is attached. follow thru

Franklin Process
Indian Head Mills

William Morrison, E.E.O.
Results: Very good. Commitment of 10 immediate jobs for Negroes. Community contacts established good. ✓

Westboro Weaving Co.

William Morrison, E.E.O.
Results: Negative. Plant manager retiring. Suggest re-visit when new man arrives. ✓

Greer Manufacturing Co.

William Morrison, E.E.O.
Results: Poor. Plant obsolete-outlook for future business is very poor.

Wyandotte Worsted Co.

William Morrison, E.E.O.
Results: New management. Difficult to make a long range forecast, but promised effort. Help

Southern Worsted Co.

Ray Booton, E.E.O.
Results: Negligible. 3rd shift in lay-off status. Employer given a list of community contacts and promised to use them as occasion arises.

Evaluation:

Only approximately 19% of expected visits have been made. Results in some instances are very good. Continued contacts necessary to ascertain whether employers who agreed to hire Negroes are in fact so doing. There appears to be a considerable under utilization of Negro females. We are therefore emphasizing the increased utilization in all visits. No one has to date refused to see us and talk.

Department of Justice

FOR IMMEDIATE RELEASE
FRIDAY, JUNE 23, 1967

The federal government filed suit today charging H. K. Porter Company, Inc., a major manufacturing company, with racial discrimination in employment.

Attorney General Ramsey Clark said the civil suit was filed in United States District Court in Birmingham, Alabama, under the Equal Employment Opportunity Section of the 1964 Civil Rights Act.

The suit seeks a court order against racial discrimination by the firm's Connors Steel Division. Through the Division, the company operates mills and plants in Birmingham which employ about 700 persons.

Porter classifies jobs "in such a manner as to provide higher paying jobs for white persons" and fails to provide advancement opportunities to Negroes on an equal basis with white employees, the suit alleged.

It said the company limits, segregates, and classifies employees "in such a manner as to deprive or tend to deprive Negroes of employment opportunities or otherwise adversely affect their status on account of race."

The Department of Justice requested an injunction which would not only prevent Porter from continuing any racially discriminatory employment practices, but also require the firm to take reasonable steps to correct effects of its past discrimination.

Porter maintains headquarters in Pittsburgh and operates offices and plants in 31 cities.

Department of Justice

FOR IMMEDIATE RELEASE
MONDAY, JULY 24, 1967

The Department of Justice filed two civil suits today charging employment discrimination against Negroes.

Defendants in one suit were the St.Louis-San Francisco Railway Company (FRISCO) and the Brotherhood of Railroad Trainmen. The other suit was against Local 212 of the International Brotherhood of Electrical Workers (IBEW) in Cincinnati.

Attorney General Ramsey Clark said the cases, referred to the Department by the Equal Employment Opportunity Commission, alleged violations of the employment provision of the 1964 Civil Rights Act.

The suit against the FRISCO Railway and the Brotherhood of Railroad Trainmen, brought in United States District Court in St. Louis, charged that the company restricts job opportunities for Negroes and maintains artificial job classifications that limit earnings and advancement for Negroes. It was asserted that the union perpetuates FRISCO's discriminatory job classifications.

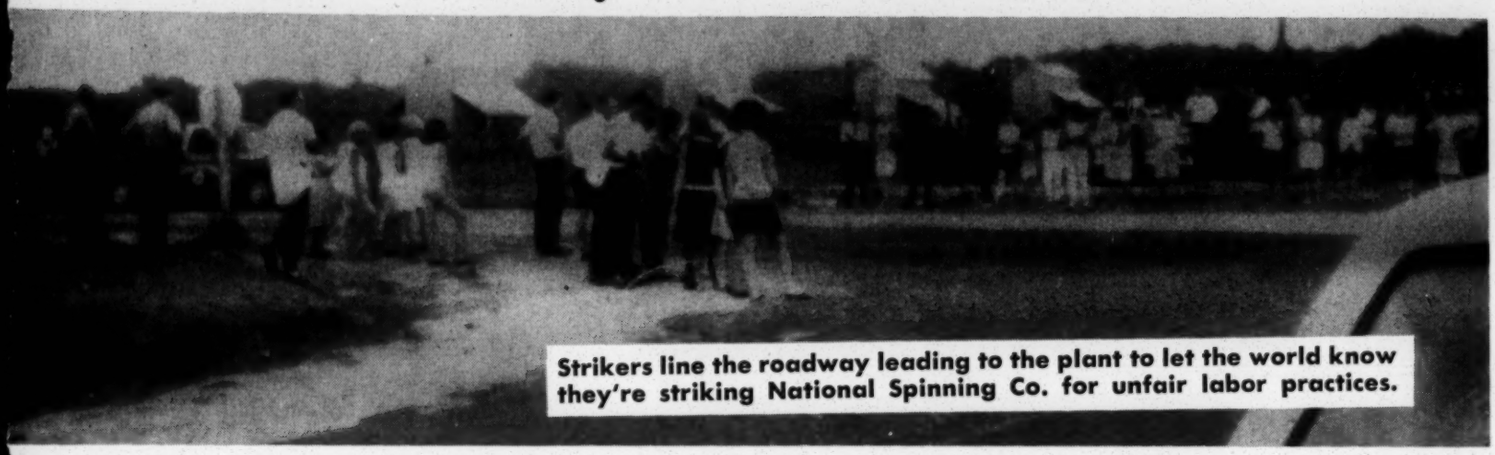
The suit against Local 212 of the IBEW, filed in United States District Court in Cincinnati, charged the local with virtually excluding Negroes from employment opportunities in the Cincinnati area's electrical trade.

Both suits seek court orders against racial discrimination by the defendants.

The FRISCO Railway, headquartered in St.Louis, operates freight and passenger services, principally in the South, and employs about 8,000 persons. The Brotherhood of Railroad Trainmen, which has its principal office in Springfield, Missouri, represents brakemen employed by FRISCO.

IBEW's Local 212 controls employment opportunities for electricians in the Cincinnati area, the suit said, through an agreement with the Cincinnati chapter of the National Electrical Contractors Association. The local's membership includes about 700 journeymen and 120 apprentices. It was alleged in the suit that only one Negro, an apprentice, is among the members.

'There's a Glory in Whiteville'



Strikers line the roadway leading to the plant to let the world know they're striking National Spinning Co. for unfair labor practices.

WHITEVILLE, N. C.

WHEN a working mother with seven "young-uns" goes out on strike against unfair labor practices you know she wants a union. That's the case with Mrs. Marie Soles whose children —Ann, Gene, Kenneth, Glen, Terry, Freddie and Eddie—join mom on the road leading to the struck plant of National Spinning Co. to let the scabs know what some citizens of this town think of them.

But she wouldn't want a fuss made about her courage. She feels she's only doing what the other strikers are doing —standing up for her rights and refusing to let the company crush her union. And when push comes to shove, she's striking not despite her seven youngsters but because of them. She wants her kids to grow up in a better world.

Multiply that spirit by about 450, the number of National Spinning workers who are on strike, and "there's a glory in this town, the like of which hasn't been seen before," according to James Renfroe, TWUA international representative, who's been in Whiteville since the strike started.

"I've been on scores of picketlines in scores of towns but there's nothing to top the fighting spirit and morale of these workers—and it's just as strong today as it was on May 4 when they first went out," Renfroe said.

"Money's not the issue in this strike —even though wages in the plant are as low as $1.55 an hour after five years on the job. Fringes aren't the issue even though there's just one paid holiday and other benefits are at rock bottom too.

"These people are on strike in protest against the company's unfair labor practices and refusal to bargain in good faith."

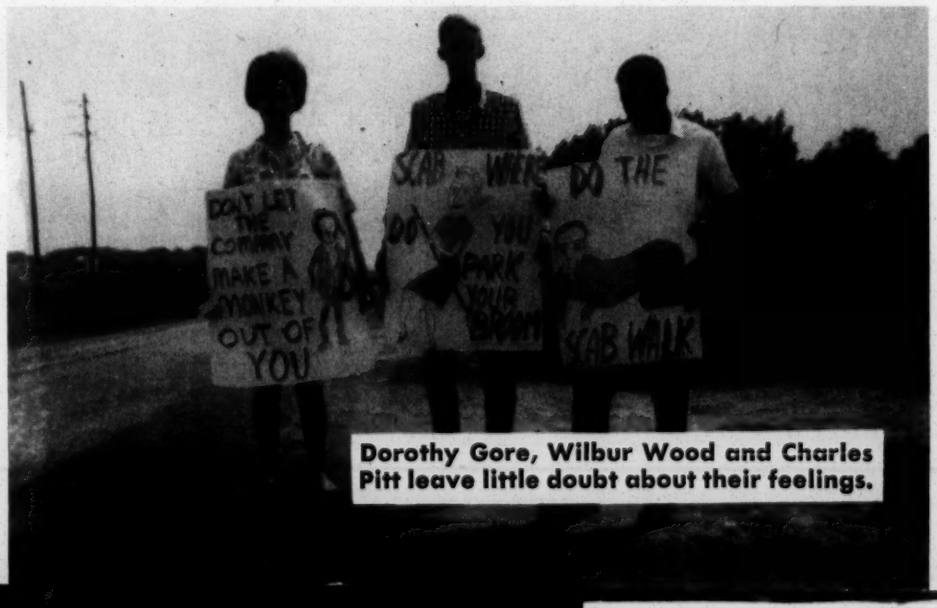
Union representatives also point out that "you've got a bunch of kids here who haven't been beaten down. This is part of the New South." Strikers are in their middle or late 20s in the main and want no part of the days when a mill worker was contemptuously referred to as a "hand" or a "linthead".

The strike came after six months of stalling by the company in negotiations for a first contract. The workers had elected TWUA as their collective bargaining representative back in October 1966.

Despite many rounds of negotiations the company has refused to budge from its position which spells death to any union. National Spinning has refused to agree to arbitration procedures and union security—and drove the final nail in the coffin by a demand for a no-strike clause—leaving the workers with no other means of settling grievances.

When the company refused to agree on checkoff on the grounds that management would be blamed for smaller paychecks the union offered to get statements from the workers that they understood what checkoff means and offered to conduct a secret ballot on the issue—with the union paying the costs of this inquiry. The offer has yet to be taken up by National Spinning.

The hypocrisy of the company's position on these issues is pointed up by the fact that its chief negotiator in



Dorothy Gore, Wilbur Wood and Charles Pitt leave little doubt about their feelings.

PAGINATION INCORRECT

Whiteville had signed a union contract in a National Spinning Co. plant in Jamestown, N.Y., that not only calls for arbitration and checkoff but also provides for a union shop. Evidently, to management's mind, what's good for textile workers up north is too good for workers in the South.

Management's failure to bargain in good faith is further underscored by the fact that it made many oral commitments during bargaining talks—which were considerably watered down when they appeared in written drafts submitted to TWUA.

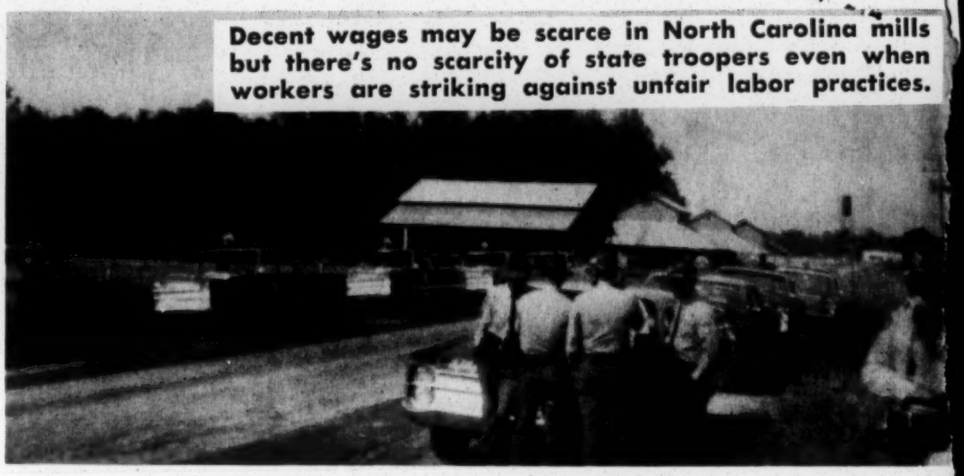
And if additional proof is needed that management is simply going through the motions it crops up at every bargaining session. All of management's offers are tied to impossible conditions — conditions that would leave the workers defenseless — that call for the union cutting its own throat —that hardly come under the heading of good faith bargaining.

At one point it seemed that the company had turned over a new leaf and was ready to obey the law like any good corporate citizen. It settled an unfair labor practice charge by paying out over $10,000 in time lost and reinstated nine workers who had been illegally fired for union sympathies. Two of them declined their jobs.

But it turned out that this was not an action taken in the interests of justice. It was a maneuver by the company to get off the hook of unfair labor practice charges.

In the event of a strike, management cannot permanently replace workers who have walked off the job in protest against unfair labor practices. Where a strike is for economic reasons, workers do not have legal guarantees but must depend on the outcome of the settlement.

When the strike came, management indicated in a letter to the strikers that it considered the walkout as economic and said "The company definitely has the right to fill the jobs of those who stay away from work on account of the strike."



Decent wages may be scarce in North Carolina mills but there's no scarcity of state troopers even when workers are striking against unfair labor practices.

Moreover, even while the company was trying "to wipe the slate clean" it was continuing its unfair labor practices as is pointed up in the union's second amended charge filed with the NLRB regional director.

From Jan. 13, the company has refused to bargain collectively and in good faith with the union and has laid off another group of pro-union workers, the charge said.

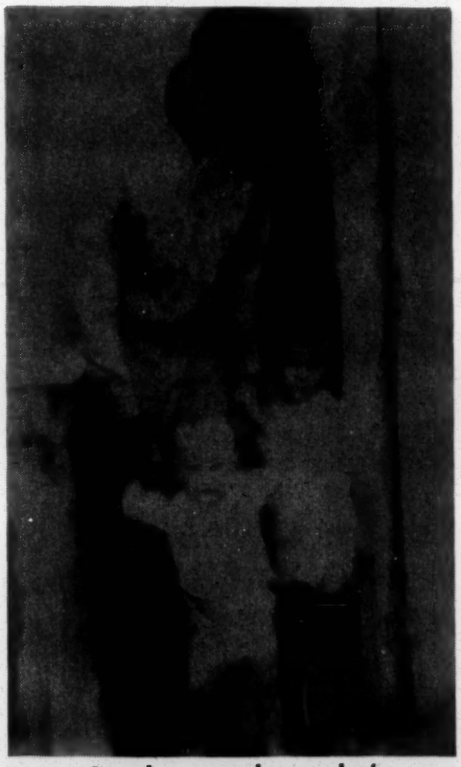
"The aforesaid unfair labor practice caused the employer's employees to go on strike on May 4, 1967," the charge noted. "Since the strike commenced the employer has continued to threaten, coerce and restrain its employees and has unlawfully threatened them with punishment for striking and unlawfully threatened to replace them, knowing full well it cannot lawfully do so," the charge concluded.

The strike and organizing campaign in Whiteville have been marked by the typical union-busting tactics employed by the textile conspiracy to deny Southern workers the right to organize and bargain collectively.

The company mobilized the political apparatus, the business community and the news media of Whiteville against the strikers.

National Spinning obtained an injuction severely restricting picketing simply for the asking and on unsupported allegation that the entrance to the plant had been blocked by the strikers. And, as in every such situation, the company soon filed contempt of court charges for violations of the in-

After five years on the job, Derry Singletary is paid $1.55 an hour.



Another worker who's on strike for his children is Oscar Odell Hinson.

junction in the face of the fact that picketing had been peaceful and within the terms of the court order.

Up to thirty state troopers and agents of the North Carolina Bureau of Investigation immediately descended on the scene.

State troopers have stopped all cars on the three county roads in the vicinity of the plant and questioned all occupants as to name, place of employment and destination.

A union representative was arrested because a flashbulb on the miniature camera he was using popped out onto the roadway. To make a proper show of force to onlooking strikers, eight troopers converged on the staff representative and surrounded by all eight he was escorted to a trooper's car. Then it took two trooper cars to bring him to town for booking.

Merchants not only actively solicited workers to call off their strike but began to put pressure on them for payments of bills.

The local newspaper refused to carry a story on the reinstatement of the nine workers, forcing the union to buy an ad in order to have the item published. When the union questioned the exhorbitant rate of the ad—stating it would check with local merchants what they paid for similar space—the newspaper cut its charge considerably and immediately.

When union adherents tried to distribute a leaflet about their election victory to workers at two other National Spinning Co. plants located in Warsaw and Washington, N.C., local law officers prevented the distribution and threatened union members with arrest.

Up from North Carolina came this delegation to picket New York office of National Spinning Co.

When a small fire broke out at the plant, the company posted a letter, saying in part: "We don't know if the union was involved in this matter or not. But it certainly is strange that we never had fires of this sort . . . before the union came on the scene."

But all of these anti-union barrages have failed to break the strikers' lines. "What we are fighting for is clear: human dignity and the right to bargain like free men with our employers," they declared in a leaflet.

They went up to Raleigh and put on a protest demonstration in front of the headquarters of the state troopers—and there was an immediate let-up in harassment.

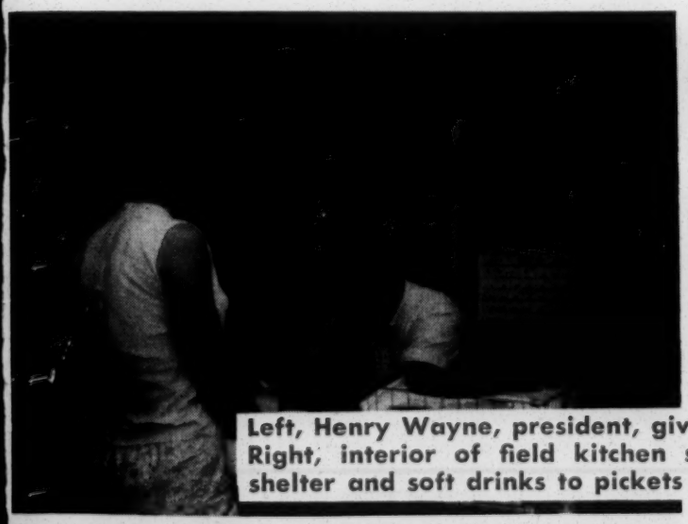
They marched through town and let the people know the issues. They talked to merchants and pointed out that it was the workers who bought their products and services and not the owners of the mill who live up in New York.

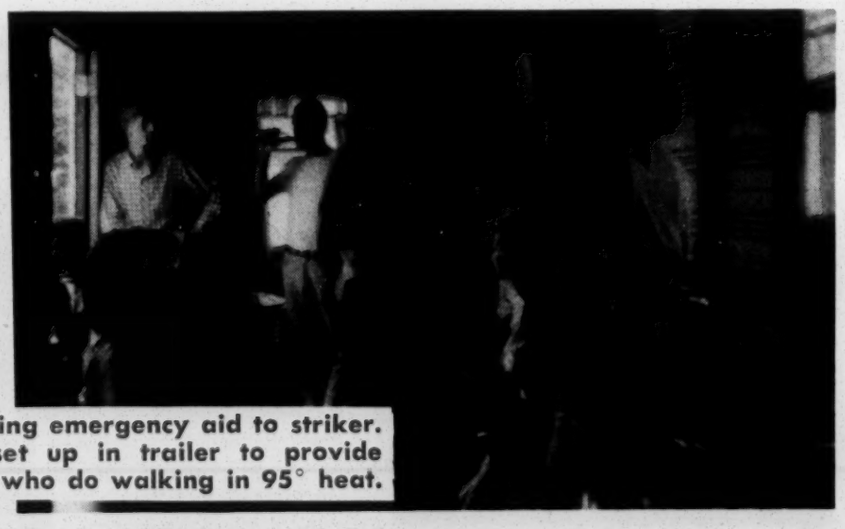
They met with all the ministers in town and pointed out that everyone who has hopes for a new and better South must cast his lot with the strikers.

They sent a delegation up to New York to picket the office of National Spinning Co. as well as the residences of the Leff family which operates the Whiteville plant and three others.

They fanned out to the neighboring communities of Chadbourn, Beaver Dam and Tabor City to tell their story and to develop community groups in support of their right to a better life.

And, as they have announced in a public leaflet "We've just begun to fight."





Left, Henry Wayne, president, giving emergency aid to striker. Right, interior of field kitchen set up in trailer to provide shelter and soft drinks to pickets who do walking in 95° heat.

Sam Frost, assistant regional director (left) leads the discussion on contract administration, with emphasis on time study problems, grievance procedure and arbitration.

The Union Builders

General Secretary-Treasurer John Chupka reports on TWUA organizing activities to Ohio-Michigan conference. Seated, Sol Stetin, regional director, who chaired two-day sessions.

CINCINNATI

PICTORIAL HIGHLIGHTS of the workshop sessions of the Ohio-Michigan Conference held here last month are featured on these adjoining pages.

The twin themes of the two-day conference which drew 150 delegates from 31 locals and three joint boards were building TWUA and promoting its programs (*Textile Labor,* June).

Among the subjects covered by the sessions were labor's role in Congress, COPE education and legislation, how to conduct a union meeting, contract administration and how to communicate with the membership.

The conference also featured a report by General Secretary-Treasurer John Chupka on recent organizing developments in the South with special emphasis on the J. P. Stevens situation.

UNITED STATES GOVERNMENT

Memorandum

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
1776 PEACHTREE STREET, N.W.
ATLANTA, GEORGIA 30309

TO : Mr. William J. Kendrick
Director, Office of Technical Assistance

DATE: August 3, 1967

In reply refer to:

FROM : Regional Director
Atlanta, Georgia

SUBJECT: Graphic Report on South Carolina Textile Project.

Attached are three graphs depicting our progress on the South Carolina Textile Project since May 15, 1967. The graphs include three areas which are of interest to your office, as follows:

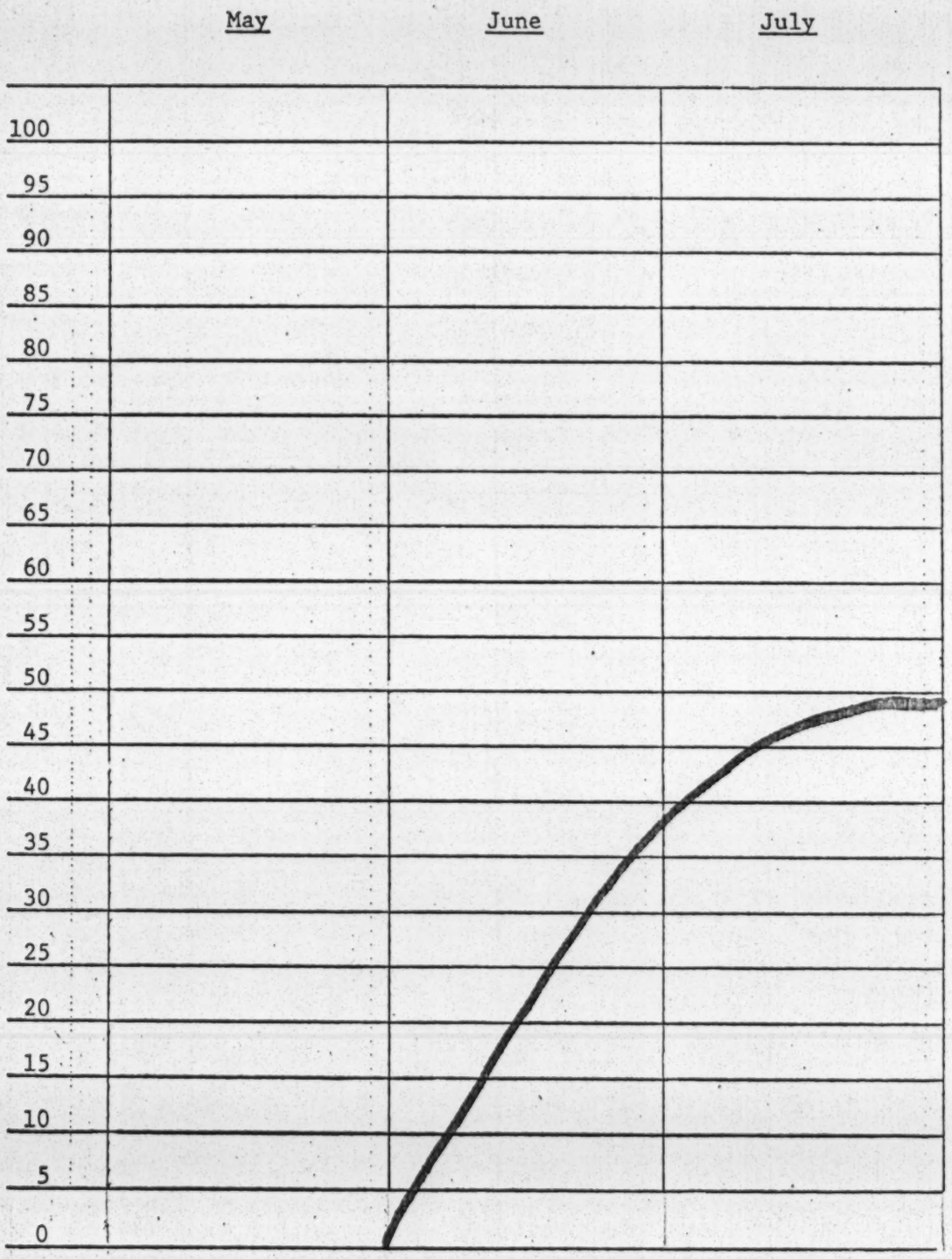
1) Number of plant visits made.

2) Number of new hires obtained as a result of Technical Assistance visit.

3) The annual monetary benefit derived by the local community as a result of the new employment. These figures were based upon the conservative estimate of $3,000 per year per new hire.

BUY U.S. SAVINGS BONDS REGULARLY ON THE PAYROLL SAVINGS PLAN

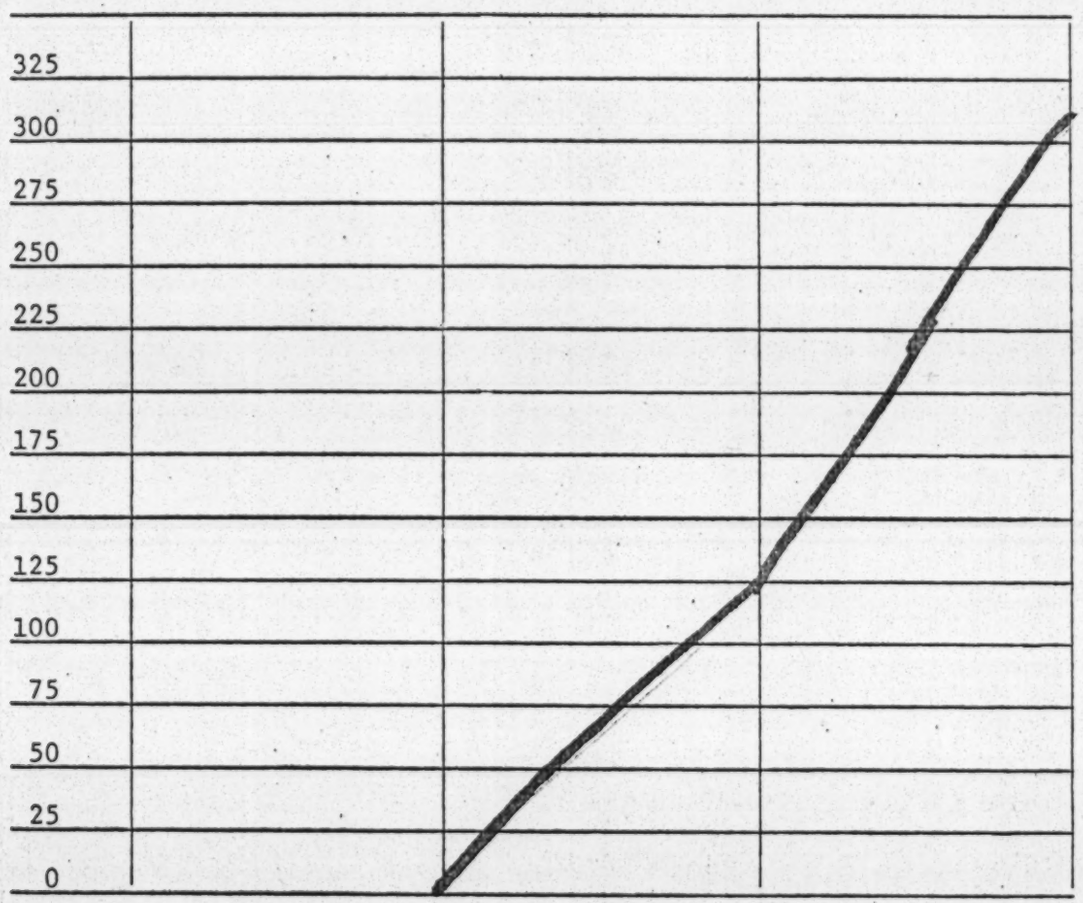
PLANT VISITS — S. C.



TA/ATRO, Aug 9, 1967

NEW JOBS

directly related to TA efforts (Some checking back with employees)



almost all are entry level job —

50 visits

20-25% productive of results immediately

12-15 plants produced these jobs

Responses

Type of Industries (not done)

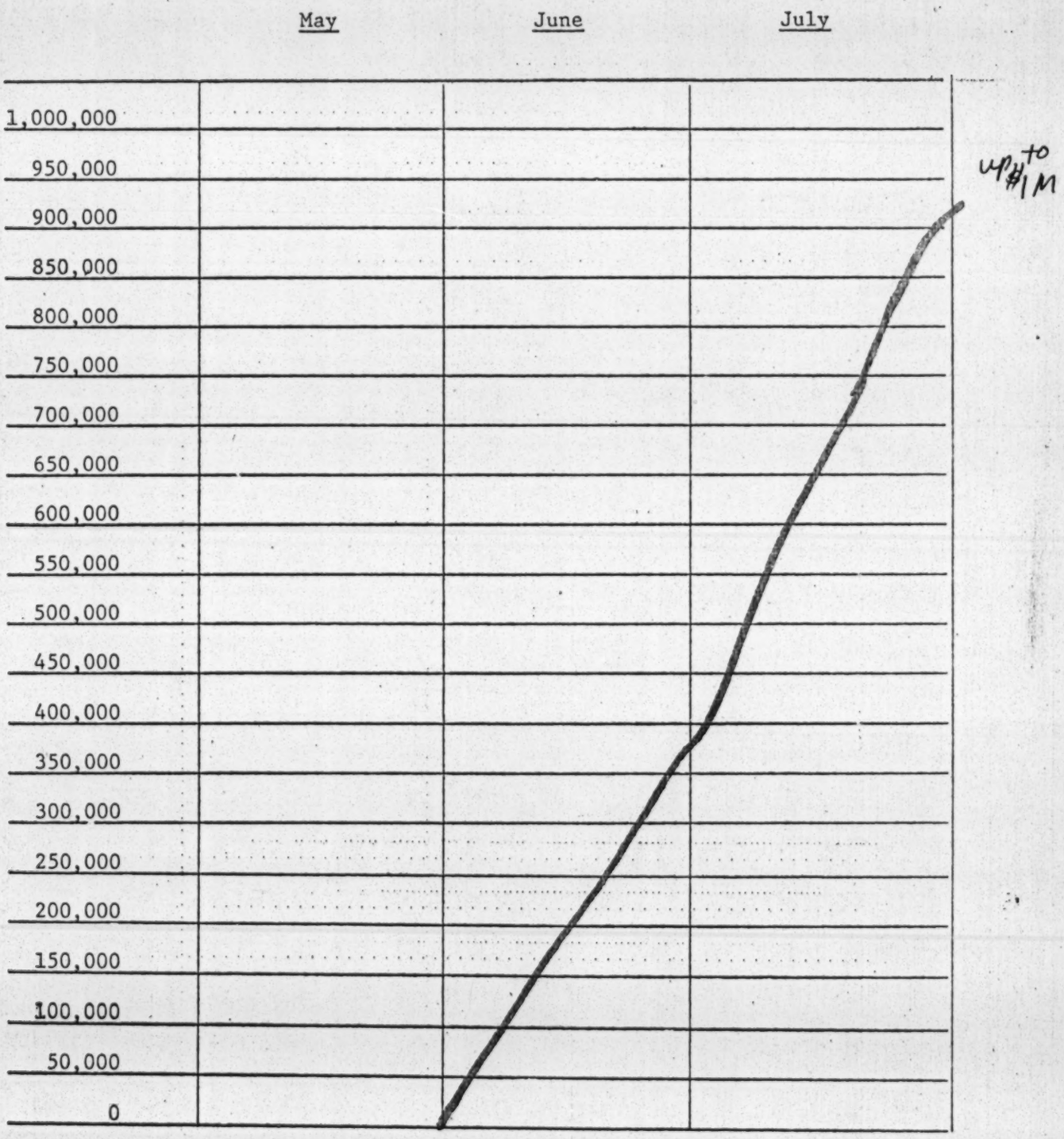
Location —

One firm — 27 Negroes — of 90 new hires — (of which 11 were Negro females)

TA/ATRO, Aug 9, 1967

estimated

ANNUAL MONETARY BENEFIT



TA/ATRO, Aug 8, 1967

27C

ASSISTANT SECRETARY OF DEFENSE
WASHINGTON, D. C. 20301

MANPOWER AND
RESERVE AFFAIRS

5 August 1968

Rec'd 9/10/68
MCJ

Mr. Mordecai C. Johnson
Project Director, Textiles: Employment
and Advancement for Minorities
P. O. Box 1015
22-A East Coffee Street
Greenville, South Carolina 29602

Dear Mr. Johnson:

Secretary Clifford has asked that I respond to your letter of August 27, 1968 regarding an equal employment opportunity matter involving Mrs. Ruth S. Witcher and the Dow Badishe Company at Anderson, South Carolina.

The Department of Defense is not the predominant interest agency for the Dow Badishe Company or its parent company, the Dow Chemical Company. Your letter therefore, has been referred to the Office of Federal Contract Compliance, Department of Labor for proper assignment for investigation.

Who is? AEC

Your comments on the Department of Defense Equal Employment Opportunity - Textile Project and personnel assigned to it has been referred for appropriate action to the Defense Supply Agency, the operating agency for the project.

We appreciate your interest and cooperation in our textile review project and will look forward to continued communication with your organization.

Sincerely,

Jack Moskowitz

Jack Moskowitz
Deputy Assistant Secretary
(Civil Rights and Industrial Relations)

August 7, 1967

M E M O R A N D U M

TO: Mordecai Johnson

FROM: Jean Fairfax

RE: TEXTILE INDUSTRY PROJECT

In preparation for a meeting which I hope you and I will have later this month, I decided that it would be helpful for me to put in writing a brief history of the Textile Industry Project so that you would know about the people who have been involved in this effort so far.

In December, 1965, we had a consultation here on "The Role of the NAACP Legal Defense Fund in Attacking Patterns of Racial Discrimination in Employment" a report of which is enclosed.(1) Our consultants strongly urged us to develop an overall strategy and to have a systematic, well-coordinated approach to the total problem. You will note that high priority was given to the textile industry. (We later chose an area, the Mississippi Gulf Coast, for another intensive project which we will wrap up this year.)

In the spring of 1966, Jack Greenberg and I and several other staff members of the Fund met with the Equal Employment Opportunity Commission (EEOC). All of the commissioners were there and some of their top staff members. At this meeting which was set up to explore areas of mutual concern, we urged EEOC to move beyond a complaint-orientation and to develop effective affirmative action and technical assistance programs. I put this concern later in a letter to Commissioner Samuel Jackson.(2)

By the end of the spring, we had decided to launch a program in the Southeast which concentrated initially on equal employment in the textile industry and to begin with a workshop for community leaders in the area. When I contacted EEOC for technical assistance,(3)

I discovered that EEOC had selected the textile industry for its firt industry-wide effort, had assigned staff to do research on employment patterns and was making plans for a hearing to be held in the fall.

On August 1, 1966, I conferred with EEOC staff (key persons were Phyllis Wallace and Charles Markham in EEOC's research unit and George Butler in technical assistance). I discovered that EEOC had hired Dr. Donald Osburn, who at that time was a professor at N.C. State University in Raleigh, to visit textile firms and to prepare a report. Meanwhile, EEOC was compiling data from its EEO-1 forms. EEOC was still debating the pros and cons of focusing on textiles. Factors against a major project: textiles is not a growth industry nationally; it is a low-wage industry; it is experiencing rapid technological change; there has been significant improvement in hiring practices since 1960. In favor of concentration: it is the largest single industry in the Carolinas; new plants have been coming in since 1960; there is underutilization of Negroes in skilled jobs; there are very few Negroes in white collar jobs; there is a tight labor market; the new textile technology has increased the demand for skills but there are few training programs. Since 1963 there has been a dramatic reversal in employment practices as a result of a tight labor market in the Central Piedmont. Rapid industrialization and new industries with high wages have resulted in a shift of white workers from textiles to more attractive industries. Negroes have come into textiles but have been concentrated in the unskilled jobs. Textile firms are enjoying prosperity from heavy military and civilian demand. Historically textiles have employed white women. With automation it is estimated that there will be a change in the skill mix with more emphasis on technicians and the need for skilled male workers. This could have an adverse effect on Negroes who are now entering the industry as unskilled workers. It was generally agreed at this meeting

of EEOC staff that a very complex project was needed with an emphasis on quick, visible results. The project goals should be:

1. Equal opportunity for the development of marketable skills
2. Improvement of the information network
3. Training programs to help Negroes compete
4. Relocation programs to bring Negroes to available jobs
5. Expansion of job opportunities in white collar categories
6. Expansion of job opportunities in newer and better paid industries so that Negroes do not get locked into bottom level jobs in textiles
7. To encourage state and Federal programs to become more relevant to the needs of Negroes

For a while we thought the project was being abandoned. EEOC had a new chairman-commissioner. There was great worriment about textile management's posture. Some thought the political situation was unfavorable. After some prodding from us (4) and (5), the decision was finally made to go ahead but to have a "forum" instead of a hearing.

George Butler called a meeting which was held in Charlotte in November, 1966, to enlist the support of private agencies. He had prepared "North and South Carolina Textile Industry" (6). Present were representatives of the NAACP, human relations councils, the Legal Defense Fund, AFSC, etc. as well as some ministers who had worked with us in our school desegregation task force in South Carolina. I prepared a Proposal for a Community Program (7) which we discussed at that meeting. The role of private groups was outlined as: alerting community leaders about the need for equal opportunity in textile firms, encouraging their participation in the Forum, finding Negroes to testify about conditions in their communities and about their specific employment experiences and follow-up. After this meeting, the Legal Defense Fund employed some South Carolina clergymen to make community visits in preparation for the Forum. (Most of the reports were turned over to EEOC; some are enclosed.) (8)

The Forum was held in Charlotte, January 12 and 13, 1967. A boycott by textile management became evident shortly before the Forum and in spite of the many overtures EEOC had made. Fortunately,

EEOC was not intimidated. The Forum turned out to be very good, much to the surprise of many persons. Press coverage was excellent.[9] A wide variety of officials, agency representatives and private persons testified. It was an opportunity to publicize solid, factual information about patterns of discrimination in employment.[10] The Osburn Report [11] was widely discussed. About 35 representatives of management were there. I met some of them and discovered that the industry is not so monolithic as it appears; some firms were uncomfortable with the boycott and would have been glad to participate and tell their story. One of the best results of the Forum was that it gave EEOC confidence about taking an affirmative role. (Note various reports on the Forum.)[12] and [13]

On February 24, 1967, Commissioner Jackson called a meeting to discuss follow up. (Report enclosed.)[14] By this time EEOC had contacted the Office of Federal Contracts Compliance (OFCC), the Justice Department and other agencies and had worked out an overall plan for a one year project. You will note that the strategy includes: commissioner's complaints against the worst offenders, Justice Dept. pattern or practice suits, compliance reviews and a special project by OFCC involving the 10 largest firms. See [15] for confidential office documents.

Early in March, Emory Via and I called a meeting of representatives of private agencies to discuss our role in the light of the Federal initiative. My March 20th letter to Commissioner Jackson [16] reports on that meeting. Note his reply.[17] We had several concerns: to keep the Federal officials honest, i.e. to watchdog their efforts to ensure that their commitments would be implemented; to provide a yardstick for effective community programing by sponsoring a project in South Carolina; to keep the goals broad and high. We decided to try to get some funds for a project which we would sponsor. We got the money faster than we expected![18]

On April 4, Emory Via and I had a meeting with the Department of Labor officials: Stanley Ruttenberg, Curtis C. Aller and Arthur Chapin. The purpose of this meeting was exploratory; we wanted to alert them about the project and to find out what kinds of resources the Labor Department might make available to us. We had to overcome some resistance (why bother with textiles?) but we were particularly impressed with Curt Aller. They were aware of developments in South Carolina and were expecting a visit from the Governor who was angry because Labor had turned down a proposal to fund the T-Square Project. Although OEO gave funds to T-Square, Labor apparently feels it was poorly planned and questions the ability of the state to get results. We were told about the Human Resource Development Program which Labor makes available to each state within the State Employment Service. (No information about S.C.'s participation.) The purpose of this program is to find people and to prepare them for employability through guidance, training, education, etc. We were told about a project in West Virginia where cars which will be education centers are being brought into remote areas on old railroad sidings. We were advised to contact Chuck Odell who could tell us about the possibility of getting a Human Resources Development program into South Carolina, whether the state has submitted a plan, etc. They said they had had several sessions with the S.C. Employment Service and believe it is "improving". Art Chapin said they had visited Sumter, Conway and Spartanburg. We particularly asked about help from Labor in analyzing the labor market and the Negro labor force. They said they could help if we identified the areas. We were told that the University of South Carolina had considered hiring a manpower person. We were advised to talk with Jack Howard in the Bureau of Work Programs and Phil Arew (?) who would have information about the

on-the-job training. During the meeting Curt Aller said that he was intrigued with the idea of our project and did not think we would have any difficulty in getting some financial assistance provided the Governor was not against it.

After we had received the grant, we went back to the Dept. of Labor. Unfortunately, Aller was out of town and we ended up having a meeting with Seymour Brandywein. Brandywein said that T-Square was too ambitious and promotional; just symbolic. The plan is too large for the capability. He also believes it may foster dualism. We asked about help from Labor in getting information about the Negro labor force. He said that census data are too out-moded. To a certain extent the Employment Service in an area can provide what we need. We asked his advice about the effectiveness of community self-studies as a device for getting informed about the work force. He said that local non-technical surveys are usually high on zeal but have little value. He recommended Rose Zeisel in the Bureau of Labor Statistics who has worked on occupational analyses and Abe Venable in the Department of Commerce who has information about the textile industry and could offer good guidance. Brandywein will be glad to set up a meeting for us to which he would invite Labor officials and others. We should identify the areas where we need guidance before this session. He suggested that we should: identify our target area, discover those firms where there has been some initial success so that we can concentrate on higher jobs; those where there is beginning tokenism and those which are intransigent. Brandywein recommended that we should (1) spend time with an agency which has already done placements, (2) identify textile firms which are ready to hire, (3) tap employer experience, (4) find out what we can expect from such ventures as the mobility project of the North Carolina Fund (what kinds of workers were hired and retained; what can we realistically expect?); (5) get a major employer to make a commitment to hire now and train later. This last is his major recommendation: that we

establish a working model. This could be set up as a project which could be funded. This would be a realistic on-the-job training project with some risks involved which, if it worked, it could set a pattern. This is the kind of proposal he would be interested in because of the employer involvement. He said the Labor Dept. would not support a project cast as recruitment. He is interested only in experimental projects and not in funding what has already been proved. See Hayes Mizell's report.(19)

On May 16, 1966,(20) we had a meeting in Columbia attended by EEOC representatives: George Butler, Susie Foushee, Harold Kramer, Donald Hollowell, Henry deGive, William Morrison, Doris Comati, Ray Booton, Charles Bell from OFCC: Robert Hobson and David Franklin also, Charles Smith, DOD, Atlanta, also, Emory Via, Courtney Siceloff, Mrs. Daisy Dunn Johnson, (Urban League, Columbia), Ben Lewis, (Regional Urban League), Grover Jenkins (Project Assist), Allen Black and me, Al Kehrer (ALF-CIO). Part of the idea was to bring in local people to whom we could interpret this joint Federal-private venture but we were hampered by the presence of a very nosey Mrs. Brown from T-Square who wouldn't leave and who may have been the source of a leak to the Chamber of Commerce. This meeting was an opportunity to review the overall strategy and to get progress reports.

George Butler announced that the digest of the Forum and a brochure for community use would be ready soon, and that the Regional Office of EEOC would be the task force for this project and would be concentrating on South Carolina. OFCC will concentrate on the Big Ten: Burlington, Cannon, Cone, Dan River, Derry-Millikan, Fieldcrest, Dupont, J.P. Stevens, Kaiser-Roth, Spring Cotton Mills. Don Hollowell reported that the regional office had a backlog of cases to investigate and said that 100 plants would be visited soon. Justice has promised

to visit 30 plants and has stated that 1/3 of its cases will be devoted to employment discrimination. EEOC will be concerned to get voluntary compliance and to get to know community people. The question was raised whether EEOC anticipated having trouble in getting into plants without a complaint and without a request for technical assistance. EEOC officials said that they might be on thin ice but that they were not going to let the language of the act deter them. When we asked how we would know about the work of the Justice Dept., we were told that Justice has received from EEOC a list of companies in the 0 - 3% category which EEOC has determined is "probable cause" for identification as discriminatory. This led the private agency representatives to raise questions about whether Justice would be "going it alone" and whether we could be satisfied with the quality of the conciliation done by Justice.

Hobson reporting for OFCC said that they are incorporating the textile project into their regular enforcement. 220 plants in South and North Carolina are scheduled for visits. Also plants in Virginia and Georgia. Compliance reviews will include: patterns and level of Negro employment, causal factors, a finding of noncompliance, establishment of measures to eliminate the pattern of discrimination. Criteria of selection will be: the extent to which a company could make a significant impact, a preliminary analysis of the compliance posture and critera related to coordination with EEOC. At the field level the Department of Defense will be the agency in charge.

Al Kehrer stressed the importance of finding companies which are good examples and mentioned Butte Knitting Mills which has 2,000 workers and which was organized by the ILGWU. Dupont reported at the Forum that its Camden plant is good. That should be checked out.

Charles Smith reported good rapport with EDA's representative in Huntsville. EDA has information about new plant expansion. George

Butler reported that EEOC has a new plant program and is gathering information.

The Urban League representatives reported on their new office in Columbia and on Project Assist. Project Assist is operating in Richland, Lexington, Newberry, Saluda, Fairfield. It concentrates on high school graduates and college drop-outs. Its goal is to upgrade the job potential of these persons and to get them ready for jobs. It has a diagnostic clinic. After testing there is a 15-week educational program and then candidates are referred to positions at local, state and Federal Governmental agencies. High school graduates 5 years back have been contacted. A job survey has been done. Mrs. Johnson said that more emphasis should be placed on testing; this is a major problem for high school and college graduates. Within 50 miles of Columbia, there is no placement officer. The Urban League office will be opened officially in October. It will include a labor relations person. (1900 Blossom Street, Columbia; 813-256-3666.) Ben Lewis said that there is a regional emphasis on training and apprenticeship programs.

Representatives of T-Square and an OEO official discussed this program. T-Square is a manpower project, with emphasis on recruiting, selection, vocational counseling and guidance. Basic remedial education and vocational training are provided. Job development, job placement and follow-up are included. OEC has granted $1.3 million; $200,000 has already been spent. The South Carolina Equal Opportunity Board is the sponsor. Proposals will go later to the Dept. of Labor and HEW. A mobility project is being considered; a teacher-training grant from HEW may be requested. The scope will depend on funds. It aims to reach 25,000 persons throughout the state. The proposal is for 12 regional centers serving satellite centers. 5 of the 12 have been pinpointed; these are prime industrial centers

which have an outreach into depressed rural areas. This will be a liaison between urban and rural areas.

(1) Florence already has 45 trainees and serves Chesterfield, Marlboro, Dillion
(2) Sumter in 30 - 60 days; reaching Lee, Claredon, Williamsburg
(3) Columbia - reaching Calhoun and Orangeburg
(4) Aiken - to serve Barnwell, Allendale, Hampton
(5) Charleston - to reach Berkely, Colleton

Nothing is planned for textile areas now because they are not the most depressed. Vocational training is tied into the state agencies which are attracting new industries. It is hoped that this project will have its primary impact on the rural areas. Labor mobility offers an opportunity for those that want to move, in the beginning into the prime centers. A person who is recruited gets those services which are needed. If he has skills and education, these are not provided. If he has health, vocational rehabilitation or welfare needs, they are met. The criteria for the selection of the first recruits: priority is given to heads of households, to the unemployed or under-employed and to persons in the poverty category. The most needy will be served. There are 15-20 staff members so far. Each center will be able to handle 240 people eventually. Where basic education is needed, 15 - 20 weeks minimum to a year will be provided. TEC and the State Development Board have promised that people who have been trained will be hired. The following Negroes are on the staff: Reuben Gray (lawyer from Sumter), Earl Coblyn; 2 of the 3 new Job Corps people will be Negro. A few years ago the concentration was in the western part of the state. This is no longer so. Most employers want workers with a basic education whom they will train themselves. Workers from the rural areas need help in meeting loan sharks; they don't know about industrial culture, about being responsible on a job. The emphasis must not be just on training skills but on making them employable. TEC is reaching the cream; it has high elibigility

requirements. T-Square may contract with TEC to perform certain services. T-Square takes full advantage of the services of the Employment Service, also contracts with CAP agencies. Canned educational programs are no help. Criteria for training allowances: (1) in poverty category; (2) heads of household; (3) 18 years or older. TEC has set up special schools and has agreed to train workers for new industries.

We had a report on the MIND project in Laurens which is sponsored by the National Association of Manufacturers. It involves: (1) four hours a day of basic education (developed by NAM in New York City and the Argo Plant in Chicago); (2) four hours in the human resources phase (Federal laws, community responsibility, etc.) It is concerned to serve the unemployed and the underemployed and to upgrade people in the industrial complex. There is the overall involvement of the entire community, government, civil rights leaders, etc. Monsanto Chemical is opening a new plant in Greenwood and has promised to test and employ all MIND graduates who qualify. Contact Paul Katzoof, Industrial Education Center, 1209 S. Harper St., Laurens, 984-5631.

As we talked about the potential in this joint effort, it seemed reasonable to set a goal of 25,000 new jobs for Negroes in textile firms in the Carolinas.

A meeting was held at EEOC's Atlanta Regional Office on June 15.[21] Present were: EEOC representatives George Butler, Susie Foushee, Harold Kramer, Harry Boyte, Doris Cromati, Ray Booton, Henry deGive, John Heneghan, William Morrison. From OFCC: David Franklyn. From the private agencies: Edwin Stanfield and Emory Via (SRC), Mr. Fowler from Urban League, Courtney Siceloff (Penn Community Service), and me. George Butler reported that the Good Neighbor Council had not yet signed the contract for the North Carolina Project. Harold Kramer reported that the Small Business Administration has made

contacts as a result of the Textile Industry Project and that a good, healthy relationship is developing. Compliance reviews are being undertaken in firms receiving funds. A Tennessee firm, Warren Shirt, McManville? employs 176 persons and no Negroes. This is West of the Cumberland Mountains, in an area with few Negroes. It has another firm in South Carolina and has indicated it is willing to hire Negroes for clerical and supervisory jobs.

George Butler reported on a meeting in Washington with representatives of all Federal agencies involved in Title VI compliance in North and South Carolina. 13 representatives were there including Commerce, OEO, EDA, SBA. There is a considerable Federal input in South Carolina. On-the-job training (OJT) was discussed. Efforts to get a racial mix have been thwarted. One company refused to give information until it checked its headquarters. Another bunched information so that racial data was confused. There are 4,000 persons in OJT programs in South Carolina, 3000 openings are pending. Although 35% of the population is Negro, there are only 1% in Neighborhood Youth Corps. projects. In Greenville the Employment Service is all white and Negroes are not using the services. The Osburn report's findings are being reconfirmed concerning the low percentage of Negro women in textiles. There are hundreds of plants with only a few Negroes.

David Franklyn reported that Secretary Wirtz has plans to call a meeting of the 10 textile corporation heads late in June. All awards of Government contracts from the Department of Defense to textiles will come to OFCC first to be cleared. All OJT training requests should be funneled first through OFCC. Questions were raised about relationship between OFCC and DOD. George Butler said that EEOC will work through Ed Sylvester on the Textile Project. However, Franklyn said that OFCC is policy making and is concentrating on corporate responsibility. It is not a field operation; DOD has the field

operation and there are some problems still to be worked out.

The EEOC Regional Office (ATRO) made a progress report. 100 plant visits in South Carolina are projected. 25 letters have gone out; 12 visits to 19 facilities have been made in the Greenville and Anderson area. Visits to 18 plants in Laurens and Greenwood are scheduled. ATRO's concern about the possibility that staff would not be able to get into plants because there is no probable cause finding has proved to be unfounded. No resistance has been encountered so far. Letters are written; calls are made. Management wants to know why EEOC is coming; one manager was scared but in every case it has been possible to get in. Records are made available; plants are toured.

Ray Booton and William Morrison reported on their visit to Greenville. Booton said that they met with Negro leaders and civil rights groups, conferred with the Chamber of Commerce re employment and underemployment and on projections for new plant expansion in the next 6-12 months. They tried to establish lines of communication between Negroes and employers, especially so that leaders could supply job candidates. EEOC's role is that of the middleman. Contacts were made with Rev. Francis, Atty. Willie T. Smith, J. Edgar Smith (head of a community center), Rev. Martin England and Mrs. Harnitha Smith (American Baptist Convention), Mrs. Ruby Jones (YWCA), Rev. J.A. Sabb (CAP director). They found enthusiam but wondered whether it would be sustained. They had a meeting at Rev. Francis' church. They did not visit the Employment Service but the unanimous report from community leaders is that it is not serving Negroes. The Chamber of Commerce gave no figures but stated that there are some Negroes at the Technical Education Center. They did not contact school officials. OEO has a training program. OEO is headed by a former superintendent of schools. Clerical training facilites at the Sterling School (Negro)

are inadequate. Employers were asked for specific information about categories and qualifications of job openings and were given the names of Negro community leaders.

William Morrison reported on the visit to Brookline Fabrics, which weaves commercial carpets. It will need 80 - 100 additional employees. EEOC got a letter of intent, some sections of which are from the conciliation agreement, plus some specifics. Brookline has agreed to hire at least 30 Negroes in this new group. 4 Negro women have already been hired. Negroes will be considered for office openings. The firm has had a training program in weaving. Negroes will be in training programs in the future. Morrison talked with 2 Negro women employees at the plant and in their homes. Brookline pays higher wages than other plants. Mr. Beasley, the plant manager, is a Georgian. Mr. Marcus was not there. Brookline has 600 employees in 2 plants. There are about 300 women; Negro males do the heavy work. There is a plant in Calhoun, Georgia and EEOC will try to get the agreement extended there.

Morrison reported on Southern Worsted Mills, a smaller plant. It has a 3rd shift of about 100 workers who are on lay-off; some have found jobs elsewhere. There are some Negroes in all areas. Franklin Process Division of Indian Head Mills (yarn dyeing), has 250-300 workers, some of whom are Negroes. This firm is near the Negro community and Rev. Sabb's area. Management was not interested in a letter of intent but wanted 10 Negro applicants right away. With some prompting, the manager wrote to Negro community leaders and Morrison called Rev. Sabb. This firm has no formal OJT; it has an informal training program.

Westborough Weaving (narrow fabrics, tapes) has a manager who is a lame duck; he retires in July. He said he had written Negro leaders but had had no response.

Wyandot Worsted in Conosti, S.C., headquarters in Boston, has a new plant manager. This was a mill village. It is hard to reach; there are no Negroes in the area.

Greer Manufacturing has the oldest mill in America. It has 100 workers and the work force is old. This is a marginal operation of grade C sheeting which they admit can be bought cheaper abroad.

Kramer reported that he had met a Jim Whittington in Anderson who runs a radio station and who has been plugging equal employment. (We later heard that he is a disc jockey.)

Booton reported on Anderson County. Jackson Mills has 2 plants, one in Anderson and one in Spartanburg. The Anderson plant is the chief source of employment in the little town (1250 population of which 250 are Negroes). The firm has 41 Negroes out of 439 employees and wants more Negroes. The Negro high school principal has been contacted; the personnel manager agreed to contact him again. Booton took the principal to the personnel man. The firm is expecting to hire 25 persons in the next 30 days, 60% of whom could be Negro. This employer is a first-tier contractor. Blair Mill in Belton (9 miles out of Homapath). There are 8,000 persons in the community of whom 1,500 are Negro. In the plant there are 17 Negroes out of 261 employees. Management made no promises; it wants to tap all sources and said Negroes should just apply at the plant.

Henry deGive reported on the Lowenstein mills in Anderson. (M. Lowenstein & Sons, 1400 Broadway, N.Y.C.) They saw the industrial relations vice president. There are 6 plants that make gray goods; 1 plant in Alabama and another is in North Carolina. It was hard to get figures about the Rock Hill plant. 2 plants are in Anderson. There are 4 MDTA programs in 6 mills; 2 have just started. The Columbia plant has 1898 workers, 229 Negro males and 54 Negro women. The two plants in Anderson are the Wamsutta I and II complex. Management said it needed no help in recruiting Negroes. Of 823 workers, (I am not sure in which plant) 39 are Negro males who are all in the lowest

categories and 4 are Negro women. Of the 250 employees at Wamsutta I and II, 19 are Negro males; there are no Negro women. A fairly high proportion of the persons in the MDTA program have remained. Management said that motivation is needed. At the oldest plant which is in Columbia, there were 6 persons in the loom-fixers training course; 3 stayed. (I have a note that this was OJT, not MDTA.) Kramer suggested to management that Negroes should be put into supervisory ~~persons~~ positions, that Negroes are locked into the bottom jobs. Only one department has Negroes. The Greenville plant has practically no Negroes. There are no EEOC signs at the plant. In loom-fixing, they are only training whites. The plant agreed to hire Negroes in clerical positions. This firm has no Government contracts.

Charles Bell reported on Equinox Mill which is a division of West Point Pepperell (headquarters, West Point, Ga.) Sibley and Woodruff are on the Board of Directors. This is an old plant, 1904, which has been renovated. It manufactures gray goods. Federal contracts account for 15% of production. K.C. McAllester is a big wheel, is well-liked. He is a red-neck with roots in the area; he grew up in the plant village and said he has operated all of the machines. Also in the conference with Bell were Robert D. Turner (Industrial Relations), Joe Sanmack (personnel), Larry Edmond (asst. manager), and Mrs. Lee (secretary). There are no Negroes on the first shift. The second shift, 4:00 p.m. - midnight has labor problems. There are only 4 Negro women as machine operators. Out of 407 workers, 64 are Negro (15.7%). The first Negro women were hired in July, 1965, even though there had been no complaint of discrimination. K.C. said he would not create job positions but would give Negroes preference as jobs open. Kramer said they knew what Title VII meant and seemed willing to be pushed. EEOC officials told K.C. that he should not wait until a charge has

been filed. In the course of conversation K.C. said he would not want to hire Uncle Toms. K.C. agreed to send a letter of intent. The plant has segregated lines of seniority by sex.

Kramer said that Federal funds in South Carolina are a "jungle". OEO is funding firms in South Carolina to train and should have information about firms, number of people, etc. but this is hard to get. $10,000 was given to one firm to train 100 people. Brookline is training not ~~not~~ OJT; the firm did not know about OJT programs. At this point, George Butler said that we should not be selling training projects; we should be encouraging OJT where there is a possibility of opening up jobs for Negroes. Training funds are allocated on a state basis and may get used up. We should find the firms which want to expand and are willing to take Negroes and train them. Even though funds are limited, we can get them for these situations. Emory Via stated that in our joint effort we should be identifying those places where there is a real concern to pull in Negro recruits.

Kramer said that the present method of giving employers the names of local Negro leaders is not effective; there is no continuity. Should EEOC establish relationships with poverty programs or the Employment Services so that there will be a constant source of labor supply? EEOC needs a structure through which it can work. Morrison also stressed the need for sustained activity.

George Butler stated that Gov. McNair appears to respond when presented with problems. He urged the private agencies to approach the Governor. Emory Via stated that the fact that Negroes have no faith in the Employment Service should be communicated to the Governor. Perhaps Washington could provide some initiative. Mr. Fowler said that the regional office of the Employment Service has cooperated with the Urban League. John Heneghan said that there has been a decision against the South Carolina Employment Commission and that the total problem will be reviewed. The compliance problem has landed in the

Governor's office.

We discussed the relationship between the emphasis on textiles and our concern about other industries. Federal officials will make their basic reports after a field visit. 90 days later the plants will be revisited. Meanwhile, information will be collected about growing industries and new plants in the area. On the revisit, there will be an effort to zero into the growing industries in the area. We want to ensure that our project will open up job opportunities in non-textile industries.

Concern was expressed that EEOC is going past the big firms, e.g. J.P. Stevens, big chemical firms, major contractors. The private agencies raised again the concern that the Federal strategy should not concentrate on the little fellows. We must fill in the gap while we are waiting for OFCC's major thrust to the Big Ten. We were told that the 90-day followup should wash up the group of small firms and permit more concentration on the larger facilities. In Anderson a new plant is under construction by a German firm which has a Dow connection (Dow & Bodeshe). It will have 1,000 employees. We must contact them soon. Celanese has (or will be building) a 2,800 employee plant in Rock Hill.

It was generally agreed that a top level meeting with the Justice Department is needed.

We discussed our role in recruitment. All of us felt that the responsibility for recruitment is on employers. Our job should be to get employers to pressure the Employment Service to be effective recruiters of Negro applicants.

George Butler reported that the Department of Commerce has agreed to have a session with the Interagency Textile Advisory Council (ITAC) and the Unions on August 8. Corporation presidents or board chairmen will be invited.

Kramer observed that a check of union plants indicates that

the racial mix is no better.

Latest developments. There has been a slight down-turn in employment in textiles in the Carolinas. About 1,200,000 persons are now employed. With a 5% turn-over, this still means that 60,000 job openings are available annually even without expansion. So our goal of 25,000 of these jobs for Negroes is not out of line. The North Carolina Good Neighbor Council has undoubtedly signed the contract by now but has revised the agreement to remove all reference to textiles. It will be a general Equal employment opportunity program. However, EEOC will still designate the areas for concentration. Staff are being interviewed now. This program should be launched by September. ~~OFCC should be launched by~~ September. OFCC should also be operational by September. The shift in compliance responsibility to DOD has caused the delay. A press release on the Textile Project will be issued soon by EEOC.

The South Carolina State Advisory Committee to the Civil Rights Commission has selected employment as its priority for projects this year. A meeting was held August 2. We have recommended that this SAC should have an area conference on textile employment.

Department of Justice

FOR IMMEDIATE RELEASE
TUESDAY, AUGUST 8, 1967

The federal government today charged a labor union local and an apprenticeship committee in Cleveland with unlawfully discriminating against Negroes.

A civil suit was brought by the Department of Justice in United States District Court in Cleveland against Local 38 of the International Brotherhood of Electrical Workers and the Electrical Joint Apprenticeship and Training Committee.

The suit alleged violations of the employment section of the 1964 Civil Rights Act and sought to enjoin the defendants against racial discrimination.

Local 38 denies membership to Negroes, refuses in the operation of its hiring hall to refer Negro job applicants on the same basis as white applicants, and refuses to enter collective agreements with contractors who are Negro or who employ Negroes on the same basis as white contractors who employ only white persons, the suit said.

It said the Apprenticeship and Training Committee, which represents Local 38 and the Greater Cleveland Chapter of the National Electrical Contractors Association, Inc., discriminates against Negro applicants for the electrical construction industry's apprenticeship program in Cleveland.

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

information

from the Equal Employment Opportunity Commission

1800 G St., N.W., Washington, D.C. 20506

Phone: 343-5621

RELEASE FOR AM NEWSPAPERS, THURSDAY, SEPTEMBER 7, 1967

AFFIRMATIVE ACTION PROGRAMS WITH TEXTILE INDUSTRY RESULT IN NEW JOB OPPORTUNITIES FOR NEGROES

A cooperative effort among Federal and local agencies and the textile industry in North and South Carolina initiated by the U. S. Equal Employment Opportunity Commission is opening new job opportunities for minority group members.

EEOC Chairman Clifford L. Alexander, Jr., announced today that voluntary affirmative action in equal employment programs by ten South Carolina textile mills provided 246 new jobs for Negroes during June and July. Total annual wages can be expected to exceed $750,000.

The ten South Carolina firms reported that the 246 jobs represent 41 percent of all new hires during June and July, Alexander said, compared to the 11 percent filled by Negroes in an average two-month period.

The programs flow from the EEOC-sponsored textile employment forum held in Charlotte, North Carolina, last January 12-13.

Alexander also announced today that the Commission's affirmative action program in North Carolina has been launched. An EEOC contract with the N. C. Good Neighbor Council signed by its Chairman, D. S. Coltrane, provides $28,500 to the Council for an affirmative action program with the industrial community on a statewide basis.

Under the terms of the contract, the N. C. Good Neighbor Council is undertaking a 12-month program designed to expand job and training opportunities for Negroes in all job categories in the state's industries. Activity will be concentrated in five industrial areas with substantial Negro population and available manpower. Contacts will be made with 100 employers to promote

EEOC

affirmative action, in cooperation with community organizations, public agencies, local officials, and church groups.

The five areas are: Burke-Catawba-Iredell; Mecklenburg-Caston-Cabarrus; Forsyth-Guilford-Rockingham-Alamance; Robeson-Cumberland; Halifax-Northampton (or alternatively, Buncombe). Total minority population in these areas is estimated at more than 400,000.

The Office of Federal Contract Compliance under the U. S. Department of Labor, is undertaking affirmative action programs with the ten largest textile firms in North and South Carolina, according to Director Edward Sylvester. They are in addition to the firms contacted by EEOC.

EEOC administers Title VII of the Civil Rights Act of 1964 which bans employment discrimination based on race, color, religion, sex or national origin.

The Office of Federal Contract Compliance operates under Executive Order No. 11246 which bans employment discrimination by government contractors and subcontractors and requires them to take affirmative action to assure equal employment opportunities.

EEOC Commissioner Samuel C. Jackson is project director of the Commission's programs in the two states. The programs are coordinated by the Commission's Office of Technical Assistance. Donald L. Hollowell, EEOC Atlanta Regional Director, is directing the affirmative action programs in South Carolina.

The Atlanta Office has called on 48 textile plants in South Carolina. Its goal is to visit 100 plants in each of the Carolinas by July, 1968. In each plant the Commission's technical assistance officers meet with personnel officers and managers to review hiring, promotion and job classification procedures. In some cases, EEOC has brought company recruiters in contact with local minority group organizations and representatives as a recruiting technique.

Commissioner Jackson reports that the Commission has been able to point out subtle forms of discrimination on the lower supervisory levels which management was not aware existed. In one city, the president of a textile firm brought together the managers of seven of his plants for an all-day conference with

Commission representatives. Discussed during the conference were the screening methods used for applicants and whether existing tests were job-related and validated or used as a matter of custom. The plant managers decided to discard the tests and to develop new ones with greater relevance to the job openings.

In another plant, both manager and personnel director agreed that the firm had an "unfavorable" reputation among minority groups. Technical Assistance officers coordinated a community-wide recruitment drive that produced 35 Negro applicants within two weeks. The plant hired 27 of the applicants.

Other EEOC affirmative action recommendations include examination of personnel records of minority employees for possible promotion.

The affirmative action programs have had wide acceptance by employers, labor unions and community organizations. "The response to date," Alexander stated, "is an example of cooperative relationship which we have every reason to believe will continue."

In addition to EEOC and OFCC, a number of Federal, state and local agencies are engaged in furthering the program. Included are Project ASSIST in Columbia, S. C., which is administered by the National Urban League under a contract with the U. S. Department of Labor; the S. C. Technical Education Training Program, and Project T-Square, a program of the S. C. Economic Opportunity Board, Inc.

In announcing the gains today, Alexander pointed out that EEOC has the cooperation of state and local leadership, the Negro and white community and the industry. "Their assistance and cooperation are invaluable in carrying forward our programs," he said.

Governor Robert E. McNair of South Carolina told the Commission: "We are proud of the success we have made in this area and I urge all employers to join in this program."

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TEAM

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
1800 G Street, N. W.
Washington, D. C.

TEXTILE FIELD TASK FORCE
Training Seminar
Room 1213
September 7 & 8, 1967

George O. Butler, Program Co-ordinator -- Presiding

FIRST DAY

MORNING SESSION

9:15 - 9:30 a.m.	Opening Remarks - Introductions George O. Butler, Deputy Director Office of Technical Assistance
9:30 - 10:15	— Chairman Alexander — Vice Chairman Holcomb — Commissioner Ximenes — Gordon Chase, Staff Director — Edward Sylvester, Director Office of Federal Contract Compliance (OFCC) A Total Approach to the Elimination of Discrimination in an Industry The Honorable Samuel C. Jackson Commissioner and Project Director
10:15 - 10:30	COFFEE BREAK
10:30 - 11:10	Interpretation of Title VII of the Civil Rights Act of 1964 — The Law Kenneth F. Holbert Acting General Counsel — Compliance and Conciliation in North and South Carolina Eric Springer, Director Office of Compliance

11:10 - 11:45	Profile of the Textile Industry Dr. Phyllis A. Wallace, Economist
11:45 - 12:30 p.m.	Socio-Economic Data Susie Foshee
12:30 - 2:00	LUNCH
<u>AFTERNOON SESSION</u>	THREE MONTH FIELD EXPERIENCE IN SOUTH CAROLINA
2:00 - 4:30	— The South Carolina Program Donald Hollowell, Director Atlanta Regional Office — Techniques for Textile Plant Visits and Experiences in South Carolina Harold Kramer Charles Wilson Atlanta Regional Office — New Plant Visits - Community Program Alan Gibbs Henry Ford
4:30 - 5:00	Manpower Development Training Programs - Availability of Funds Neil B. McArthur, Deputy Assistant, Manpower Administration Department of Labor
5:00 - 5:15	EEOC Publications and Press Release Gladys B. Uhl, Director Public Affairs

SECOND DAY

MORNING SESSION	PROPOSED PROGRAMS
10:00 - 10:15	The OFCC Compliance Program for the "Big Ten" Robert Hobson and David Franklin OFCC Dept. of Defense Representative
10:15 - 10:45	The North Carolina Program D. S. Coltrane, Director North Carolina Good Neighbor Council Boyce C. Medlin, Project Director — Community Program Richard Woodward
10:45 - 11:15	South Carolina Community Support Program Jean Fairfax, Legal Defense Fund Mordecai Johnson, Project Director
11:15 - 12:30	Group Discussion - Coordination and Phasing of Field Follow-up Programs Mr. Butler, Moderator Harold Kramer, ATRO B. Medlin M. Johnson DOD Representative
12:30 - 1:30	LUNCH
AFTERNOON SESSION	
1:30 - 2:00	State Programs in North and South Carolina (N. C. Fund-MITC; Charlotte Bureau of Employment and Training, Project Assist, Project T-Square) Gloria C. Riordan, Liaison Officer
2:00 - 2:30	Reporting Susie Foshee
2:30 - 3:00	Examples of Successful Affirmative Action Programs George O. Butler
	SUMMARY

(8)

T E A M

TEXTILES: EMPLOYMENT AND ADVANCEMENT FOR MINORITIES

Minutes of Board Meeting

Washington, D. C.

September 28, 1967

PRESENT: Jean Fairfax, LDF, Presiding by common consent
E. T. Kehrer, AFL-CIO, CRD (Left early)
Richard Lyle, UL
Courtney Siceloff, PCC
Emory Via, SRC
Mordecai C. Johnson, Project Director, Recording

1. Administrative Matters

A. The project should be known in its own right and therefore should have its own checking account.

B. The group approved a skeleton budget as follows:

Salaries	$20,000
Project Director	
Secretarial assistant	
Fringe benefits	
Office	2,400
Travel	2,500
	$24,900

Additional matters decided were that reproduction and other assistance could be done or gotten from the offices of board members. For example, LDF could help with leadership training. The Southern Regional Council would pay the Director's moving expenses up to $500.00 and provide minor additional assistance. Labor money is available indirectly. The Chairman urged board members to keep records of "hidden costs" of the project such as travel costs to meetings and time, including their staffs' time, attributable to the project, so that we can tell what the "real costs" of a project such as this are.

2. Job Description

The draft job description for the Project Director was approved as a final document. The Director was instructed that the practice of "grantsmanship" will not be a part of this job.

3. Priorities: There was extensive discussion as to what the priorities of the project should be and how we should proceed, as follows:

Siceloff -CCR will assist in the training field but won't carry the ball. Possibly we might tie in with their closed meeting on 10/1/67.

Via -We might put on a limited conference using local leadership people such as the new VEP man for South Carolina (Jim Felder), the State NAACP (Rev. Newman), the new SRC man (Jim Wood) who is to replace Via, etc. - something small and inexpensive.

Lyle -Urban League is considering a regional conference so we might want to keep ours geographically small, e.g., 6 counties.

Miss Fairfax-The Director should spend the first month talking to people in Greenville and the surrounding counties, and also seeing state officials and private organization representatives. Also, he should spend a day or so in Atlanta, finding out what's already known, getting to know people and getting them to know him.

Siceloff -The Director should be sure to see the State Development Board and TEC people who set up special training projects for industry. Also check on MIND, a training project sponsored by NAM. Siceloff promised to give the Director names.

Miss Fairfax-The Director should study the situation and make recommendations to the board as to how to proceed. He should also keep weekly reports of his activities for office use and prepare a monthly report for the board.

4. Introducing the Project

Kehrer -Favored a press statement "playing it straight" as to who we are and what we're up to. It should be done quickly; as soon as we have a phone. VEP which recently got their project moving again, can give good tips on how to handle it.

Via -State ourselves not as an investigative outfit though we might do some investigative work. Be positive regarding the industry. Rely heavily on paragraph 7 of the Director's job description. Via orally sketched out what he would say.

Miss Fairfax-We might have an informal dinner with representatives of the press for background briefing, possibly Sunday, September 17.

Siceloff -Gil Rowland, a Greenville report and SAC member, should be contacted early. He can suggest names also write a favorable article. Thought Via's sketch was good and suggested Via draft a release.

Via -(After some demurring) Agreed to prepare a draft.

5. Meetings. Will be monthly, at least during the early months. The next one will be in Atlanta at the SRC office on September 28, 1967.

6. Responsibilities of Board Members was discussed at some length. It was decided, at Via's suggestion, that the Director should have only one basic contact - a subcommittee chairman - Jean Fairfax. That way he doesn't have to deal with six people on every question. Via also proposed Siceloff as board chairman. Both were elected unanimously (the Director not voting). Siceloff stated that he would take the position for public purposes, strong emphasis having been put on his being a South Carolinian, but that due to other commitments, his participation would have to be limited. Fairfax was named head of the coordinating group - the executive committee - and as the person for the Director to clear with. In addition, she would handle liason with national officials such as the Attorney General and major state officials. The "big boys" should be handled by board members, not staff. Via promised to have the press release ready by the end of next week.

7. Name. The name of the organization should be
"T E A M
Textiles:
Equal Employment
Advancement
for
Minorities
(an interagency project to promote equal employment opportunities in the textile industry)"

The letterhead should show the Director, Board Chairman and Chairman of the executive committee. It should not list organizations involved. (At this writing, 10/23/67, members had agreed orally, per Via and Johnson suggestion, that T E A M should stand for "Textiles: Employment and Advancement for Minorities" per attached press release.)

8. Siceloff gave the Director a list of names of state-wide public officials, offices and persons. In Columbia, I. DeQuincy Newman, State NAACP, Columbia Urban League, James Felder of VEP, Ben Mack of SCLC, James McCain of CORE, Mrs. Alice Spearman of SCHRC (possibly replaced), TEC, Robert Meran, T-Square Director and the State Development Board.

9. The meeting adjourned late in the afternoon.

Respectfully submitted,

/11

Mordecai C. Johnson

(9)

T E A M
P. O. Box 1015
Greenville, South Carolina
September 22, 1967

Miss Jean Fairfax
Suite 2030
10 Columbus Circle
New York, New York

Dear Jean:

Per our conversation, I am enclosing a copy of my paid moving bill by the North American Company totalling $523.85 (excluding storage for which I have not yet been billed), along with motel receipts ($19.60) for two of the three nights spent in Greenville on September 9, 1967 through September 11, 1967, for exploratory purposes. (If you need a copy of the moving bill, please zerox and return this one) (One night's lodging was provided without charge to me) My mileage for the round trip was 1,125. Finally, my mileage in moving my family from Washington to Greenville on 9/17/67 was 556 and one night's motel lodgings was $12.36 (receipt enclosed). I have also rented the above Post Office box in the name of TEAM for three months. The charge was $3.00 (receipt enclosed).

I have applied for, but have not yet gotten, a home telephone. Last Friday, the phone company promised my phone Tuesday. But Wednesday, they said they didn't have the necessary equipment and would let me know "in a few days" when I could have a phone. In the meantime, my land lady, Mrs. Annie Gallman, who lives across the street has agreed that I might be called at her home, telephone (803)-------. Because it often occurs that no responsible person is at Mrs. Gallman's, I have also arranged to receive calls at my next door neighbor's, Mrs. Hazel Rucker, (803) 233-6085.

The house we are renting is not exactly what we had in mind, but the local housing market is very tight for Negroes. We are just south of the city line in the Dunean section (so called for a nearby J. P. Stevens mill). The location is off the Anderson highway (S.C. 81) near Washington Avenue and Prospect Street (see map). My immediate neighborhood is, of course, all Negro, although there are whites on the other side of Washington Avenue, north of me. My immediate neighborhood appears to be rather (although not uniformly) poor, public services are deficient (e.g., the difficulty getting a phone).

Between getting settled, I have interviewed a few people. The indications are that Stevens is one of the biggest textile companies (employing some 30,000 people in the Greenville area) and one of the worst. The textile firms stand or fall together and the larger companies, such as Stevens, set the pace. Personnel hiring and promotions are rather arbitrarily handled by supervisors. For example, a Negro was hired as a doffer (a low level job) with a commitment for quick promotion because his uncle had been with the plant for quite some time and was liked by the supervisor. After 2 months, he was given 6 weeks of training to become a weaver and he got one of the first weaver opening thereafter. Of about 500 weavers on his shift, he knows no other Negro weavers. Part of the problem, he thinks, is that (1) white weavers are not leaving (2) many Negro doffers are satisfied (3) Negroes haven't the necessary education and training and (4) Textiles pay is comparatively low for the ambitious. He advised me to work closely with the churches. Other advice to date is that I should carefully avoid any appearance of supplanting local Negro leadership. Personal and organizational jealousies apparently are rampart.

I will be in Columbia Sunday for the VEP conference. Courtney's feeling was that everybody who is anybody in the State will be there (apparently, the leaders in one area, e.g., schools, are also the leaders in the other fields-Voting, Employment, and so on. There are few specialists.) Depending on developments, I may spend a day or so in Columbia talking with people, collecting documents and generally getting the lay of the land.

Needless to say, trying to work without little amenities that I had become used to as a bureacrat--an office, air conditioning, absence of flies, a library, filing system, telephone, secretary, rigid separation between home and work, etc.--is a new experience for me. Mrs. Smith has written me that possibly a part time secretarial arrangement can be worked out with ABC.

As the word spreads, I am beginning to get some "business". I have had three "applicants" in two days--two women and a young man-- who feel that the State Employment service is a waste of time. I dutifully demurred pending my doing some more home work. My thinking is that it will become increasingly important as time progresses that I show tangible results to the people if TEAM is to build and maintain an action image. But my inclination is not to start chopping trees before sharpening my axe. (How's that for sounding southern?)

Incidentally, I have decided to deposit INC Fund checks in my D.C. account and redeposit an equal amount locally by check drawn on the D.C. bank.

Have you heard from Emory? I'm getting anxious about the press release.

If you can locate the resume I gave Jack last year you might send Emory a copy, along with a typed copy of my hand written resume given you in Washington, for use in the release to the extent appropriate. Of course, I think the board and staff should go over a draft.

I intended to write a brief note. Pardon the length.

Very truly yours,

Mordecai Johnson
33 Zet Court (residence)

P.S. Mrs. Smith was kind enough to type this for me. She works even on vacation.

September 27, 1967

Dear Chairman Courtney, Operator Fairfax, et. al:

Here is my stab at the release. I am embarrassed more than you will ever know to admit that until I saw Jean last weekend that this responsibility had completely slipped from mind. Such is the trauma of space-time dislocations.

Several notes on the release:

There is no pride of authorship. Pick away.
Let one of SRC writers (news types) assist in putting it into final form.
Add a brief paragraph on Mordecai where indicated (or wherever). Simply pull from his biographical data sheet.
Supply location of office. Just the city will do.
Don't quote anyone without their having approved it by phone at least.
I would plug for TEAM to mean Textiles: Employment Advancement for Minorites. This drops "equal." I feel what may be lost in strength from that word is gained in neatness and leaves us in a less complicated posture regarding the urging of really special efforts in the short run to overcome the historical deficit. But this is just a suggestion and not worth a long debate -- four minutes, maybe.
The guy from the Charlotte Observer who was hot after the story (Berry?) should receive the copy for his paper. Give him an interview by phone if he wants it with Jean, Courtney or a combination. Let's cultivate a friend.
I have not mentioned the Foundation. My inclination is not to do so. If any of you feel that they would want a mention, then check Les, but first decide what <u>you</u> would like to do. My absentia, ex-officio, non-vote would still be "no."

Good luck!

Sincerely,

Emory

EV:bjr

Emory Via

Draft: TEAM News Release

NEW OPPORTUNITIES FOR NEGROES IN TEXTILES AIM OF NEW GROUP

Six private agencies have launched a new program aimed at increasing employment opportunities for Negroes in the textile industry in South Carolina. The project will be known as TEAM, standing for Textiles: Equal Employment Advancement for Minorities, and will be under the direction of Mordecai Johnson, an attorney and native of South Carolina.

Mr. Johnson said today that the main focus of the project will be to advise Negroes of their rights to equal employment opportunity, to recruit qualified workers for all levels of employment in the industry, and to direct those who want jobs to appropriate training programs when special training is required. "The emphasis", Mr. Johnson stated, "will be on affirmative programs -- programs designed to assist minority workers and to aid textile management in their efforts to overcome past employment patterns and to come into full compliance with the law. We will, however, if the occasion arises, assist workers who have been discriminated against to file complaints with appropriate agencies."

(Brief paragraph on Johnson's background and education, wife (?) -- take from vita sheet.)

Mr. Johnson's activities will be under the supervision of a board composed of representatives of the six participating agencies. Courtney Siceloff, director of Penn Community Services in Frogmore is chairman of the group. In commenting on the new undertaking Mr. Siceloff took note of efforts by federal agencies to insure equal employment opportunity in the textile industry in South Carolina. He referred specifically to the Equal Employment Opportunties Commission (EEOC) established under the Civil Rights Act of 1964 and to the Office of Federal Contract Compliance.

"Our own efforts," said Siceloff, "will be supplementary to those of the government agencies. We hope to reach minority workers with the news of increased opportunities for hiring and advancement. In doing so, we will seek actively to work with governmental agencies at all levels, textile industry management, and with statewide and local voluntary organizations which are interested in job equality for all people in the state. Existing human relations and civil rights groups have important programs already in operation. Our own agencies have a history of cooperation with them, and TEAM looks forward to joining hands with them in this new venture."

A coordinating committee to supervise field activities has been established from members of the TEAM board. Miss Jean Fairfax of the NAACP Legal Defense and Educational Fund will head the committee. She expressed enthusiasm for the possibility of significant changes for job opportunities in South Carolina. The social and economic climate in the state is improving, she noted. "This will prove to be of benefit to Negroes but it will benefit the whole state as well," she observed. "As the idea of equality in employment is more widely accepted the state can better focus on further economic development. This in turn will provide an increased opportunity for meeting the other problems which confront all states who have too much to do with too few resources."

The idea for TEAM evolved from the participation by the agencies in a forum held early this year by the EEOC in Charlotte, N. C. on employment patterns in the textile industry. The agencies participating in the project other than the Penn Community Services and the Legal Defense and Educational Fund are the Southern regional office of the National Urban League, the civil rights department

of the AFL-CIO, the Southern Regional Council, and the Southern Rural Training Project. Headquarters for the new organization will be in _____.

(10)

T E A M

Minutes of Meeting

Atlanta, Georgia

September 28, 1967

PRESENT: Jean Fairfax, Presiding
E. T. Kehrer, AFL-CIO, CRD
Courtney Siceloff, PCC
Jim Wood, SRC
Mordecai C. Johnson, Project Director, Recording

1. Presiding. Mr. Siceloff deferred to Miss Fairfax on the question of who should preside.

2. Staff Director's Report. The Director reported that he had spent most of his ten days time since arrival in Greenville on September 18, 1967, getting settled - unpacking, trying to get a telephone, getting physical layout of Greenville, etc. and conducting preliminary interviews of a few people in Greenville. He had spent two days, 9/26-9/28, in ATRO learning the people and having them learn him, sharing information, and he planned to spend an additional day there. He had collected extensive information subject to digesting it later. He reported that his impression was that T/A was being played down and complaint investigation played up with the result that our project would be affected. For example, the T/A staff was being decimated, with the result that its chief had no secretary, virtually no staff, and was being utilized for C/I with T/A being done only on an incidental basis. His morale was quite low, but he promised to assist us in any way he could under the circumstances. A new regional office was being planned for Birmingham and some ATRO staffers would be going there, with resulting staff gaps, possible new staff and shifting old staff in ATRO.

ATRO had set out to cover 16South Carolina counties with TA visits. On 9/28, it had completed 5 (Anderson, Greenville, Greenwood, York and Laurens) and was working on one other - Spartanburg. It had visited 52 plants (not companies) in these 6 counties. Counties not then visited were Aikens, Allendale, Oconee, Pickens, Cherokee, Chester, Kershaw, Lancaster, Newberry and Union. A number of plants in the 6 counties visited were identified by ATRO staff as "good guys", who needed revisit and follow-up. The Director noted those for possible follow-up by TEAM. The Director stated that he would digest his Atlanta visit into a State of Knowledge Memo.

3. T-Square tie in. Extensive discussion was held on this and other points.

Miss Fairfax and the Director pointed out that T-Square had offered to work on their mobility project and ATRO had referred their letter to us for contributing ideas.

Kahrer - We should work in the textile area and T-Square is not there.

Fairfax - These things are pretty expensive for what you get out of them. The North Carolina Fund had the best experience, which wasn't particularly good. The Director should find out what ECF's experience was. Has T-Square identified communities with a shortage of Negro workers? We would want to make sure the Negroes now in the textile areas have jobs before we tie in with a project to bring in new Negroes.

Johnson - Kramer thinks it's "entirely possible" for us to, in effect, get a staff person from T-Square, at no cost to us, if we tie in with them. Kramer is pushing this, partly because its his brainchild. He thinks we should at least sit down and talk with T-Square and explore the possibilities. He'd like to see EEOC (himself) in on those discussions. Would prefer that we meet at ATRO for a staff level working session, subject to approval of my board, the T-Square board and top EEOC people, from whom he expected no difficulties. The Director expressed "philosophical difficulties" with the Mobility concept. The Director thought the push should be to bring industry and jobs to the people - as was done in the predominately white Piedmont Area - and not the other way around. The State Development Board, SBA, EEOC and any other available resources should be pushed in that direction. However, Kramer had expressed the view that this would be "next to impossible" and the Employee Mobility project while admittedly "second best" was better than nothing. Besides, they won't move that many people anyway and meanwhile we could get a free staff man for our job development work.

Sicaloff - Maran, who heads T-Square, apparently is "bad news". Made a "sure" promise to meet with CCR and to bring 100 N.Y.C. people to Beaufort; missed appointment, without a note, call or subsequent apology. Mobility isn't even funded yet. We should go slow in committing ourselves at least until they have some money.

Fairfax - Director should continue exploring but not tie himself to T-Square. Rather, he should look generally at who's doing what with what resources (money and staff) and what their projections are. Get to know communities.

Kehrer - The Director should be careful about tying in too closely with ATRO. We've got to be independent. Also, don't overconcentrate on textiles. Try to get a broad picture on employment.

Siceloff - Agrees. For example, Spartanburg is highly diversified though it does have lots of textiles. We shouldn't forego opportunities to get "pieces of other pie", simply because of EEOC's concentration.

Fairfax - Regarding jobs, we should keep good records on who we send where and what happened for later use.

4. Mechanics

Fairfax - The number one priority is getting an office. Director should consider seriously getting an office in building with ABC. Also consider the "Negro office building" such as that where Atty. Sampson, et. al. are. The Director should not run an employment service operation where he comes in at 9:00, faces a line of unemployed people and ship them to jobs which he has developed. His energy can be better used on a broader basis such as pushing others to do this, e.g., the local SES office or Phyllis Wheatly Center, if they purport to be in that business.

A high priority is getting the feeling both statewide and county by county. Next should be calling together the relevant local people. If there are no relevant organizations, establish one. Inclusion of low level people is important. Specialization in employment is important. Possibly a workshop should be shot for, using a few key people from a few counties, along with experts from, say EEOC, Textiles and Unions, with a breakup thereafter into small groups for "how to do it" sessions.

Kehrer - Easley has possibilities.

Wood - Look at number of plants; number of jobs.

Fairfax - Find out where the industries are, where the need is, where the best leadership, or potential leadership is. The counties need not be contiguous.

Siceloff - Consider plant expansion counties; Negro female employment; towns as well as counties.

Kehrer - Agrees. For example, Spartanburg, unlike Greenville, draws people from several counties. We should study travel patterns of employees and possibly change them.

Fairfax - Summarizing, the Director should take plenty of time getting the picture; get an office; develop a plan of work, including possibly a modest workshop to be followed by a big one later and get letterhead and cards.

5. Press release. Fairfax reported that Via had forgotten to do it and group agreed Fairfax and Johnson should do it. It should cover questions of where, who, how, organization's name, cooperating agencies and persons, headquarters, goals, geographic area and staff. It should be low keyed, released from Greenville and sent to Media in the Greenville area, the 3 major dailies in the state, also use central service if available. Kohrer suggested Director check on the Militant Truth, a racist textile paper and the strongly anti-union paper in Anderson which is not too bad on races as these things go.

6. Touching bases. Should be touched with Gil Roland, a Greenville reporter and SAC member and Ben Mark, SCLC, Liberty Street, Columbia, who worked on MIND and knows Laurens County. Employment generally should be looked at to see how various programs are faring.

7. Board meetings. Should be monthly. After some discussion of dates for a year, it was decided that they should be flexible. The next meeting should be in South Carolina, either in our office, if we have one or somewhere else in the Piedmont area. A possibility is to pull in an outsider or two such as Rev. Newman of NAACP to sit with the Board. The week of October 23 was satisfactory with everyone except Miss Fairfax who promised to see if she could juggle her schedule and advise. We should try for a workshop before Thanksgiving to avoid the Christmas rush.

8. Director asked to get EEOC hearing, book and other materials for distribution. Kohrer advised that the Spartanburg labor union has about 300 Negro members.

9. The meeting adjourned, after about 2½ hours, at approximately 6:30 p.m.

Respectfully submitted,

/11

Mordecai Johnson

(12)

(1)

TEAM

Minutes of Meeting

Greenville, South Carolina

October 23, 1967

PRESENT: Jean Fairfax, LDF, Presiding
E. T. Kehrer, AFL-CIO, CRD
Daisy D. Johnson, Director, Columbia UL (arrived late)
Courtney Siceloff, PCC
Miss Wren, Secretary, Columbia UL (arrived late)
Mordecai C. Johnson, Project Director, Recording

The meeting, scheduled for 11:00 a.m., began at about 12:00 noon due to a delay in Miss Fairfax's arrival flight. Mrs. Johnson, accompanied by Miss Wren, arrived between 12:30 and 1:00 p.m. due to difficulties finding the office.

The Director promised to see about getting a number and organization sign on the door.

The Chairman outlined the following agenda which was approved:

1. Minutes
2. Director's report
3. Office and housekeeping
4. Press
5. EEOC
6. CCR-SAC
7. TEAM's relationship with S. C. Agencies
8. Plan of work - last two hours - 2-4:00 p.m.

1. The Director was instructed to prepare minutes for the two previous board meetings together with this one. And in the future, to prepare minutes of the previous board meeting for distribution to members immediately before the next meeting. An Agenda is also to be included. LDF can do typing work on this kind of thing and also on bulk mailings.

2. Director's report - office. The Director reported that while the lease hasn't been signed, he has an oral commitment on the office. The rent will be $30.00 per month from the date of signing. The landlord loaned basic furniture subject to a later sale if we can agree on it. He pays utilities, (except phone) except that if, in tenant's opinion, separate heating is necessary

landlord will install it but tenant is to pay for operating heating costs. Tenant cleaned and painted the office. Another room is available if needed later. Director has purchase most office supplies and additional equipment. The board was pleased with the arrangement, except that it thought that the nature of TEAM should be clarified to the landlord. The Director agreed to do so.

Secretary. ABC's secretary is available only on a limited basis. The Director is seeking Negro secretarial help on a word of mouth basis. One applicant has been interviewed.

Press release. Was sent to the South Carolina papers and to the news services with release date of 10/21/67. There was radio and TV, but not newspaper coverage in Greenville. Extent of coverage by other media unknown.

Contacts. The Director has made a few Greenville contacts and wider statewide contacts. He reviewed briefly his interviews in Columbia with T-Square, including regarding the recently funded Mobility Project for which there is not yet a director; Columbia Urban League, including regarding Project Assistant; South Carolina Development Board; the State TEC office; State Bureau of Employment Secruity, including regarding State Employment Service, MDTA and Minority Affairs, and Columbia Employment Guidance Center. He has plans to interview the Vocational Education Division of the State Department of Education and the State's S.C.L.C. man shortly. He was instructed to learn about North Carolina's experience with their Mobility Project as a basis for taking a position for cooperating or not cooperating with T-Square's Mobility Project in South Carolina.

Kehrer suggested examination of SES monthly reports for relevant data on textile employment or unemployment as a basis for selecting counties.

EEOC - The Director reported generally on his trip to ATRO. He was requested to write up that visit including relevant specifics such as names of plants visited, attitudes, etc. Miss Fairfax stated that she would do some Washington follow-up to see what could be done about continuation and expansion of their TA role, progress of OFCC and watchdogging of GNC.

3. TEAM's relation to other South Carolina Agencies. The Director reported that the State NAACP is meeting in Spartanburg next month and possibly we might arrange to have a slot on the program. One member thought this might look like we were "horning in" on someone else's show and should instead put on our own. Another thought

it appropriate since the meeting is in the textile area.

The Director reported that his brief concersation with SCLC indicates that they are trying to do a textile survey and also plan to put on a textile conference this year. However, they only have a one-man shop and he is not limited to South Carolina. He (Ben Mack) and the Director are to try to get together this week while he's in the Piedmont Area.

The Board agreed with a Fairfax suggestion that the Chairman and Director have a small dinner meeting for a few statewide people to explain about TEAM, get their views and assistance and generally "cross fertilize" ideas. The best time would be the evening of 11/2/67 immediately after the conference sponsored by the Palmetto (Negro) Medical, Dental and Pharmaceutical Association at the Wade Hampton Hotel in Columbia, S. C., under the theme "Group Action for Community Development", for which the Director is a resource person.

The meeting adjourned for lunch at about 1:30 p.m.

4. CCR-SAC Informational Meeting. The Director and the Chairman summarized the CCR-SAC, NCSC meeting in South of the Border, S. C. (near Dillon) on Friday night and Saturday, 10/20-21/67. On Friday, NCGNC reported on its activities and was questioned at some length by N.C. SAC members. The Director reported with candor on TEAM's activities to date and was apparently well received. Ben Ruffin, Director of United Organization for Community Improvement (UOCI), 213 West Main, Durham, N. C. spoke on community organization and the concerns of black people.

On Saturday A. M., Art Chapin, Special Assistant to the Secretary and Director of EO programs, D/Labor, explained in detail the labor department agencies and programs and his own EO operation (they've reviewed 6% of their grantees and found substantial indication (over 600) of discrimination; they've recently (8/1/67) ordered SES to keep racial statistics which will be compiled and available in a few months; there are National State and Local Advisory Committees who are supposed to review proposed new D/Labor programs; he has only 19 people for EO. He has $1 million for grants to SES to demonstrate recruitment and employment of Negroes in SES offices but "one of the States represented here" declined the money on the grounds that they didn't need it etc.)

On Saturday P. M. the two SACs met separately to plan for the year. S. C. will focus on employment, possibly deleting food programs meeting previously planned.

Conference. SAC is committed to sponsor an employment

project in the Piedmont Area on 12/2 provided TEAM help extensively with leg work.

Miss Fairfax explained the Mississippi experience: An all-day session with a generalist's opening address, 3 or 4 workshops with employers of 50 or more in the area, an off-the-record lunch with key management people, an education and training session, a "how to do it" session and an exhortation from a big name to "go home and do it". They covered 12 counties.

At Siceloff's suggestion, it was agreed that the conference should include, but not be limited to, textile employment and should go into employment generally; that use of CCR's name and our basic work is probably the only way CCR would go along and the advantages outweigh the disadvantages (the alternative would be to do it alone). People who wouldn't come if TEAM asks them would come if CCR asks them.

It was agreed that programs not in the area, but available, should be represented so that people will know what they could have with pressure (the alternative was to invite only those programs that are here to avoid building false hopes and discussing irrelevancies.)

It was agreed, at Kehrer's suggestion, that broad representation of various community "types" should be invited - guidance counselers, preachers, workers, job seekers, etc.

Miss Fairfax suggested that a great deal of participation by the audience be built in - rather than having them mainly "talked at." Also, we should advise CCR that we are pleased with their decision to come to the Piedmont on employment; submit a draft structure and make recommendations as to who is to do what.

The Board sketched a program subject to details to be worked out by Siceloff and the Director with CCR, covering a plenary session on the Piedmont with a S. C. or national keynote speaker; workshops on opportunities, covering various industries in the area (electronics, chemicals, textiles, apparels, state and local public employment public utilities were mentioned); lunch; a session on education and training involving schools, universities, colleges, Jr. colleges, MDTA, OJT; a session on service groups, state and local, public and private, such as SES, T-Square and TEC; and a "how to do it session," possibly on a workshop basis.

We should be loose in defining "the Piedmont" so as to include counties with significant textile impact not technically in the Piedmont.

In response to a question from Kehrer, the Director produced and reviewed briefly a preliminary study he had done on the state's textile industries (cotton, silk, wollen mills and other textile industries excluding the 26 knitting mills). There are 328 plants in 37 of the state's 46 counties. Fifteen counties had 8 or more plants and 20 of the remaining 22 counties had fewer than 5 plants.

Eleven counties with 10 or more plants, contain 234 of the 328 plants in the state. These 11 counties (Aiken, Anderson, Cherokee, Chester, Chesterfield, Greenville, Greenwood, Laurens, Pickens, Spartanburg and York) range from 10% (Pickens) to 40% (Chester) Negro.

In fact, generally speaking, the pattern is the higher the Negro proportion of a county the fewer the plants, and vice versa. For example, Claredon County with the state's highest Negro proportion (68%) had no plants; Calhoun County (67%) Negro) had none; Williamsburg (67%) Negro had one (Deering Milliken); Chester and Chesterfield Counties, with 40% and 37% Negro, respectively, had 11 plants each; Greenville, 18% Negro, had 43 plants and Spartanburg, with 22% Negro had 53 plants. Indeed, these latter two counties had almost 1/3 of the state's textile plants.

Five counties have 20 or more plants: Anderson -35; Greenville -43; Greenwood -20; Spartanburg -53; and York -21. In Negro proportions they ranged from 18% (Greenville) to 30% (Greenwood) Negro. They contain more than half of the state's textile plants.

On employment, there are only 13,000 Negroes in non-salaried jobs out of 135,000 in the state. Negro women had only 2,000 of these jobs while white women had 43,000.

The "Big eleven" employed 94,000 non-salaried people. Negroes got only 8,000 of these jobs. Negro women had only 1,400 while white women had 30,000.

The "Big Five", employed 68,000 of the state's 135,000 non-salaried textile workers and less than 6,000 were Negroes. White women have 23,000 and Negro women 1,000 of these jobs.

Negroes in the skilled or white collar jobs were virtually nonexistent.

All this is in a state with a work force about 1/3 Negro.

We should draw on such mailing lists as other organizations have. The Director should eliminate overlapping names for our master list, and we should add "ordinary people" encountered in the Director's travels (limited to textile counties) who haven't gotten on anyone's list.

Materials for distribution in packet should include EEOC literature on textiles and a TEAM document. LDF will have a man spend a few days in Greenville and prepare it based on material we have, some of which haven't been analyzed. Mrs. Johnson, Columbia UL, promised to help in getting together a master list since we all need one.

NC GAIC (Medlin Woodland and Mr. Coltrane) must be invited, both to find out what they're doing and as a courtesy.

The Director should feel free to call on Board members for help. Also, take on staff himself.

SRC can help with research if LDF can't do it all. Kehrer will contact SRC (Jim Wood), to brief him on the Board meeting and inform him of this possible role.

The Board will stand "on call" for a meeting at least two weeks before 12/2. Wednesday, 11/22 appeared to be the best possibility.

We should prefer Spartanburg over Greenville for a situs. Although the facilities aren't as good, this would probably fit in better with SAC's future plans. Possibilities are the Cleveland Hotel and the TEC Center. The alternative discussed was Greenville at TEC or the Jack Tar Hotel.

5. The Director reported that CCR had approached him about doing some field work for them outside the state (to avoid a possible "conflict in appearance") on a 3 or 4 days per month basis, as a consultant. The Director had stated to CCR that in view of the work necessary for the conference on 12/2, this would apparently have to be deferred but he would nevertheless take it up with the Board. The Board agreed to defer a judgement on this for now and Kehrer pointed out the possibility of the Director's getting bogged down doing too much work for them, involving more than 3 or 4 days per month.

Kehrer will be in the area possibly next week at which time he and the Director will have informal, off-the-record discussions with labor people selected by him.

Miss Fairfax will follow through this week on Commissioner Jackson, EEOC, and CCR's regional office.

The meeting adjourned at about 4:00 p.m.

Respectfully submitted,

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Mordecai C. Johnson

(15)

Com with Jean

November 10, 1967

MEMORANDUM

TO: Miss Jean Fairfax, Chairman, Field Coordinating Committee, TEAM

FROM: Mordecai C. Johnson
Project Director, TEAM

SUBJECT: TEAM Director's Cumulative Activities Report 9/7 - 11/6, 1967

On September 7-8, 1967, the Director attended a briefing session held by EEOC in Washington, followed by a board meeting, which ended one day prior to the date the Director was officially hired. The next few days were spent packing and preparing to move from Maryland and seeking lodgings in Greenville, South Carolina. We arrived in Greenville on Sunday night, September 17, 1967. The next few days were spent unpacking and getting adjusted.. trying to get a phone, milk deliveries, newspaper deliveries, making house liveable -- getting the physical layout of the Greenville area, talking with neighbors and getting impressions, arranging storage on furniture (the house, which is rented, came as a furnished house), and the like. In addition the director attended the S.C. VEP Conference in Columbia, participated in an employment workshop at the invitation of its chairman and made some initial statewide contacts.

On September 27-29, the Director visited Atlanta, Ga., to learn further the ATRO personnel and have them meet him, to gain the benefit of their relevant knowledge, and to attend a TEAM board meeting on September 28.

The period between the end of September and the TEAM board meeting in Greenville on October 23 was spent largely dealing with housekeeping matters -- seeking and obtaining an office, preparing and typing a lease, having cleaning

and painting done, moving furniture, arranging for Post Office Box, telephone, office supplies, banking and credit, temporary and limited secretarial help, and the like. In addition, the press release was finalized, printed up and mailed out. The director also interviewed a few key persons in Greenville and a fairly representative group of persons, including representatives of relevant public and private agencies, in Columbia. He also attended a joint meeting of the North and South Carolina State Advisory Committees to the U. S. Commission on Civil Rights, in South of the Border, S. C. on October 20-21, 1967. The meeting was a session for briefing the SAC members and for their planning their programs for the rest of Fy 1968. The Director briefed them with respect to TEAM and the textile employment picture as it then appeared. He also sat with the South Carolina SAC's program planning session, at which time that body, having previously decided to concentrate on employment for this Fy, decided to come to the Piedmont area on Saturday, December 2, and hold a public meeting or conference dealing with training and employment, including textiles. The director promised full cooperation from TEAM.

Between TEAM's board meeting on 10/23/67 and the present, the director has prepared for typing minutes of the three board meetings, interviewed secretarial applicants, advertised by press and word of mouth for a secretary, taken on a part time office boy, prepared for typing financial report for October and expense statement, obtained file cabinet and discussed a book case, prepared for typing a new lease (the landlord "lost", before signing, the one I previously submitted and prepared a substitute which was unsatisfactory in several respects, interviewed a few more persons in Greenville, in addition to national and regional labor representatives, along with Mr. Kehrer, attended churches and local human relations council meetings and made brief remarks, sent complaint forms to Williamsburg County, assisted USCCR

representative in connection with preparatory field work for December 2 meeting, and gathered names of possible invitees. The director also arranged for and attended a "Dinner with TEAM" in Columbia, S. C. on 11/2/67 (see attachment) and on that date attended the South Carolina Citizenship Conference, "Group Action for Community Development," sponsored by the Palmetto (Negro) Medical, Dental and Pharmaceutical Association at the Wade Hampton Hotel, Columbia, South Carolina. As a consultant in the employment workshop, the director explained briefly (about 10 minutes) TEAM's background, objectives, and its role and answered or commented upon questions or observations from the floor. He also announced the CCR meeting date, got names of possible invitees from this and another workshop and arranged to receive a full list of attendees in a few days.

The workshop was co-chaired by Earnest Finney, Jr., Esq. of Sumter and Mrs. Daisy Dunn Johnson, Director, Columbia Urban League. Other consultants were representatives of S. C. Employment Security Commission (Zack Weston), EEOC (W.O. Wyatt), Charlotte Redevelopment Agency's Executive Director (E. W. Waddell), Urban League (Dick Lyles of the Atlanta office and Columbia's new project assist man) and Columbia Employment Guidance Center (Ed Zobel, the only white consultant.)

At the dinner, the director, along with the chairman, briefed in depth a selected few persons on TEAM, its background, objectives and on the textile employment picture for Negroes in the state, and solicited their suggestions and comments.

Principal suggestions were that (1) we should not ignore the public schools since discrimination in courses offered by race of the school affect employment potentials (Mixell), (2) If community people are to be the main force in our operations, we should provide for systematic, and not just sporadic technical training for them (Rev. Davis), and (3) we should not ignore non-textile

areas (V. Dimery of Williamsburg County) although concentrating there is understandable (Prof. Myers, USC, Law). We specifically solicited and were promised names of possible invitees to CCR's meeting (none received to date) and left the door open for further discussion later. About 30 persons attended, including about 10 youngsters who were with Mr. Dimery.

x The adults present whose names I got were (in addition to Courtney and me) Mrs. Deas, a counselor from the Columbia Employment Guidance Center; Rev. O. L. Porter, a CME minister from Greenville; Rev. Eliza Davis, CME, Columbia; Mr. J. T. W. Mims of Laurens County; Mrs. E. D. Johnson, CUl; Cleveland Stevens, (D/Agric.); Mr. H. Dupree, of Anderson (I think), and Mr. Willie Beasley of the Laurens County Improvement organization (either present or mentioned); Prof. Webster Myers, USC, Law, member SCHRC Exec. Committee and chairman Cola HRC; J. L. Fritz of Clemson; Reuben Grey, Acting Director T-Square; Willie Thomas, T-Square's new (3 days) mobility man; L. S. James, Staff of SCHRC; Ben Mack, Field Secr., SCLC; Matthew Perry, Esq.,; Virgil Dimery of Williamsburg County Voters League along with about 10 youngsters (highschool and college),mainly from Kingstree.

15 This need's no xerox

TEAM
P. O. Box 1015
Greenville, South Carolina
Telephone 239-9877
October 31, 1967

This is to confirm our recent conversation in which you accepted our invitation to dinner. The dinner has been scheduled for Thursday, November 2, 1967 at 5:30 P.M. at the Town and Tourist Motel, 1230 Harden Street, Columbia, S. C., telephone 254-7641. As I indicated on the phone, we have tried to schedule it for approximately one hour after the Palmetto Medical, Dental and Pharmaceutical Association's Conference which is scheduled to adjourn at 4:30.

We have invited a few key people in the State to dinner with TEAM for the purposes of giving you, in a private session a statement of what TEAM is, its objectives and its present thinking as to how those objectives might be achieved; exchanging views, and getting the benefits of cross fertilizing ideas; and generally establishing a personal and professional basis for continued cooperation. I will be accompanied by Mr. Courtney Siceloff who is Chairman of TEAM's Board.

A copy of our initial press release is enclosed and we look forward to seeing you on Thursday.

Sincerely yours,

Mordecai C. Johnson
Project Director

cc: Courtney Siceloff

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A copy of our initial press release is enclosed and we look forward to seeing you on Thursday.

Sincerely yours,

Mordecai C. Johnson
Project Director

cc: Courtney Siceloff

Identical letters to:

11. Rev. O.L. Porter
305 N. Calhoun St.
Greenville, S.C.

1. Rev. J. Herbert Nelson
State President, NAACP
P. O. Box 1574
S. C. State College
Orangeburg, S.C.

2. Mr. J. T. W. Mims
Vice President, S.C. V.E.P.
232 S. Livingston Street
Clinton, S.C.

3. Mrs. Daisy Dunn Johnson
Director, Columbia Urban League
1920 Blossom Street
Columbia, S.C.

4. Mr. Benjamin Mack, SCLC
5248 Ridgeway Street
Columbia, S. C.

5. Matthew Perry
1107 1/2 Washington Street
Columbia, S.C.

6. Professor Webster Myers, Esq.
6309 Pinehill Road
Columbia, S. C.

7. Mr. Sinway Young
President, S. C. Labor Council
2006 Sumter Street
Columbia, S.C.

8. Mr. Edwin Zobel
Director, Columbia Employment Guidance Center
1519 Gervais Street
Columbia, S.C.

9. Reuben Gray, Esq.
Acting Director, T-Square
4700 Devine Street
Columbia, S. C.

10. Mr. L. S. Jones
Director, Rural Action Development Project
SCRHR
1330 Laurel St
Cola., S.C.

14

Textiles:

Employment
and
Advancement
for
Minorities

TEAM

An Interagency Project to Promote Equal Employment

in the Textile Industry

P. O. Box 1015
Greenville, S. C.

THE TEXTILE INDUSTRY AND NEGROES IN WESTERN SOUTH CAROLINA: SOME HARD FACTS AS A BASIS FOR ACTION.

Mordecai C. Johnson
Project Director

Michael Bruland
Research Consultant

Research Report - TEAM - 67-101
November, 1967

Washington Afro-American 10/24/67

New civil rights organization aims at opening job opportunities in S.C.

P. 7

GREENVILLE, S. C. (UPI)—A Greenville attorney announced the formation Saturday of a new civil rights organization aimed at opening job opportunities in the textile industry.

"The group, organized by six private agencies, is called "TEAM" which stands for "Textiles: Employment and Advancement for Minorities."

Attorney Mordecai C. Johnson, director of TEAM, said the group will place special emphasis on "affirmative programs—programs designed to assist minority workers and to aid textile management in their efforts to overcome past employment patterns and to come into full compliance with the law."

JOHNSON SAID the state has over 300 textile mills which employ a total of about 140,000 workers. He said that only 10 per cent of these jobs are filled by colored workers, and that women hold less than two per cent of the jobs.

"In the skilled and white collar jobs, colored workers are virtually non-existent," Johnson said.

Johnson said his organization "will, if the situation arises, assist workers who have been discriminated against to secure their rights by appropriate means."

* * *

COURTNEY SICELOFF, chairman of the group, said TEAMS's efforts "will be supplementary to those of the government agencies.

"We will seek actively to work with governmental agencies at all levels, textile industry management, and with statewide and local voluntary organizations which are interested in job equality," Siceloff said.

Jean Fairfax of the NAACP Legal Defense and Educational Fund heads TEAM's coordinating committee for field projects. She said TEAM will focus attention on economic growth, which she said "will provide an increased opportunity for meeting the other problems which confront all states who have too much to do with too few resources."

"This will prove to be of benefit to colored people, but it will benefit the whole state as well," Miss Fairfax said. "As the idea of equality in employment is more widely accepted, the state can better focus on further economic development."

THE AFRO-AMERICAN S.C. EDITION 11-4-67

Agencies unite to increase textile industry employment

GREENVILLE, S.C. — Six private agencies have launched a new program aimed at increasing employment opportunities for non-whites in the textile industry in South Carolina. The project will be known as TEAM, standing for Textiles: Employment and Advancement for Minorities, and will be under the direction of Mordecai C. Johnson, an attorney and native of South Carolina.

Johnson said this week that the main focus of the project will be to advise colored people of their rights to equal employment opportunity, to recruit qualified workers for all levels of employment in the industry, and to direct those who want jobs to appropriate training programs when special training is required.

"In addition, the emphasis," Johnson stated, "will be on affirmative programs — programs designed to assist minority workers and to aid textile management in their efforts to overcome past employment patterns and to come into full compliance with the law.

"We will, however, if the occasion arises, assist workers who have been discriminated against to secure their rights by appropriate means. We will work closely with the local people in affected communities."

* * *

JOHNSON, a former teacher in the State, is a son of the late Reverend and Mrs. W. A. Johnson of Florence, South Carolina. He graduated from Wilson High School there, attended Morris College in Sumter and graduated in 1951 from South Carolina State College in Orangeburg, South Carolina.

He also holds degrees from the law schools of Howard and George Washington Universities in Washington, D.C. Until recently, he was in the office of General Counsel of the U. S. Commission on Civil Rights.

Previously he had worked for the Department of Health, Education and Welfare in its Office of General Counsel and with the Equal Education Opportunities Program of its Office of Education. He is married to the former Navonia Allen of Bennettsville and they have four children.

Johnson's activities will be under the supervision of a board composed of representatives of the six participating agencies. Courtney Siceloff, director of Penn Community Services in Frogmore is chairman of the group

In commenting on the new undertaking Mr. Siceloff took note of efforts by federal agencies to insure equal employment opportunity in the textile industry in South Carolina. He referred specifically to the Equal Employment Opportunities Commission (EEOC) established under the Civil Rights Act of 1964 and to the Office of Federal Contract Compliance.

* * *

MISS JEAN FAIRFAX of the NAACP Legal Defense and Educational Fund heads the TEAM committee which will supervise TEAM field activities. She expressed enthusiasm for the possibility of significant changes for job opportunities in South Carolina. The social and economic climate in the state is improving, she noted.

"This will prove to be a benefit to non-whites but it will benefit the whole state as well," she observed.

"As the idea of equality in employment is more widely accepted the state can better focus on further economic development. This in turn will provide an increased opportunity for meeting the other problems which confront all states which have too much to do with too few resources."

The idea for TEAM evolved from the participation by the agencies in a forum held early this year by the EEOC in Charlotte, N.C. on employment patterns in the textile industry of the Carolinas.

The Board of Directors is composed of representatives of the six sponsoring agencies: Courtney Siceloff of Penn Community Services, Chairman; Jean Fairfax, NAACP Legal Defense and Educational Fund; E. T. Kehrer, AFL-CIO, Civil Rights Department, Southern Area; James Wood, Southern Regional Council; Richard Lyles, Southern Regional Office of the National Urban League; and Randolph Blackwell, Southern Rural Action Project. Headquarters for TEAM will be in Greenville, S.C.

Spartanburg (S.C.) Herald-Journal 10/22/67 P. A-8

Textile Jobs For Negroes Sought

GREENVILLE, S. C. (AP) — Six private agencies have launched a program aimed at increasing employment opportunities for Negroes in the textile industry in South Carolina.

Mordecai C. Johnson, a Greenville attorney, will direct the project, to be known as TEAM (Textiles: Employment and Advancement for Minorities).

Johnson said Saturday the main focus of the program will be to advise Negroes of their rights to equal employment opportunity; to recruit qualified workers for all levels of employment in the industry; and direct those who want jobs to appropriate training programs if special training is required.

"In addition," he said, "the emphasis will be on affirmative programs designed to assist minority workers and to aid textile management in their efforts to overcome past employment patterns and to come into full compliance with the law."

Johnson noted that "textiles touch over 30 of our state's 46 counties with well over 300 plants. They employ almost 140,000 nonsalaried employes. But only about 10 per cent are Negroes.

"In the skilled and white-collar jobs, Negroes are virtually nonexistent," he declared.

". . . [T] he most spectacular achievements [of early Negroes in Africa] were the cultivation of wild gossypium herbaceum into the cotton plant and the adaptation of its fibers to textile manufacture . . . . . Presumably, most of these were transmitted to ancient Egyptians between 3,000 and 1,000 B. C., and thenceforth to Europe, India, and the Orient."

Donald L. Wiedner, A History of Africa, South of the Sahara, 1962, p. 16

The Textile Industry and Negroes in
Western South Carolina

Much has been said about the historical exclusion of Negroes from the textile industry in the Carolinas, an exclusion which, although not as strict as before, continues to the present time. This report intends to study a fourteen-county area of western South Carolina, an area that can be considered the heart of the textile industry of South Carolina. It is hoped that the information provided by this report will help to devise an effective program to bring Negroes into the textile industry.

First of all, perhaps it would be best to locate those counties which have the largest Negro population. The following chart lists the counties in the order of their total non-white population and compares this with their total population:

TABLE I - RACIAL COMPOSITION OF S. C. PIEDMONT AREA COUNTIES

County	Non-white Population	Total Population	% Non-white to Total Population
1. Greenville	36,978	209,776	18%
2. Spartanburg	34,729	156,830	22%
3. York	22,554	78,760	29%
4. Anderson	19,242	98,478	20%
5. Laurens	14,039	47,609	30%
6. Greenwood	13,119	44,346	30%
7. Chester	12,378	30,888	40%
8. Lancaster	10,617	39,352	27%
9. Newberry	10,437	29,416	36%
10. Union	8,887	30,015	30%
11. Cherokee	7,400	35,205	21%
12. Abbeville	6,854	21,417	32%
13. Pickens	4,642	46,030	10%
14. Oconee	4,145	40,204	11%
14-County Area	271,334	908,326	29%

(U. S. Census of Population, 1960)

If one looks at a racial population map, one can see that, in general, the proportion of non-white population to the total population decreases as one moves from the eastern portion of the western portion of the area.

The textile industry is by far the most important industry in the fourteen-county area, (or, for that matter, in the state) in terms of providing jobs. The importances of it in terms of providing employment can be seen in the following chart, which compares non-salaried textile employment with total non-salaried manufacturing employment in the area.

TABLE II - TEXTILE EMPLOYMENT IN S. C. PIEDMONT AREA COUNTIES COMPARED WITH TOTAL MANUFACTURING EMPLOYMENT

County	Total Manufacturing Employment	Textile Manufacturing Employment	%Textile Employment
1. Spartanburg	29,158	17,864	61%
2. Greenville	35,588	17,413	49%
3. Anderson	17,517	13,152	75%
4. York	12,910	10,541	82%
5. Greenwood	12,213	9,116	75%
6. Lancaster	7,988	7,127	89%
7. Oconee	8,410	5,272	63%
8. Union	5,491	4,874	89%
9. Chester	5,185	4,394	85%
10. Pickens	9,841	4,387	45%
11. Cherokee	5,777	4,210	73%
12. Laurens	7,783	4,203	54%
13. Abbeville	3,803	2,741	72%
14. Newberry	3,128	1,936	62%
Total: 14 County Area	164,792	107,193	65%

(31st Annual Report of the Department of Labor of South Carolina, Tables IV and XXI - The figures for total manufacturing employment are exclusive of the lumber, timber, and turpentine industries.)

The importance of the textile industry as a provider of employment can be seen in the fact that in only two of these counties, Greenville and Pickens, is less than one-half of the manufacturing workers employed in the textile industry and for the area as a whole, 2/3 of the manufacturing jobs were in textiles.

Now what is the relationship of Negroes to the textile industry? This relationship can be seen in the chart below:

TABLE III - NEGRO TEXTILE WORKERS IN S. C. PIEDMONT AREA COUNTIES COMPARED WITH TOTAL TEXTILE WORKERS.

County	Total Textile Workers	Negro Textile Workers	% Negro Textile Workers
1. Spartanburg	17,864	1,585	9%
2. Greenville	17,413	1,064	6%
3. Anderson	13,152	1,034	8%
4. York	10,541	829	8%
5. Greenwood	9,116	1,237	14%
6. Lancaster	7,127	551	8%
7. Oconee	5,272	163	3%
8. Union	4,874	788	16%
9. Chester	4,394	220	5%
10. Pickens	4,387	282	6%

11. Cherokee	4,210	437	10%
12. Laurens	4,203	341	8%
13. Abbeville	2,741	398	15%
14. Newberry	1,936	162	8%
Total : 14-County Area	107,193	9,091	8%

31st Annual Report of the Department of Labor of the State of South Carolina, Table IV

There appears to be a certain correlation for the first four counties with regard to the total population, the non-white population and the percentage of textile workers. However, if one looks closely, one can see that this correlation is primarily between the total population and the total number of textile workers. If one looks at the percentage involved, Negroes enter this relationship only because of the large numbers of the other two. In general, it can be seen that Negroes do not have nearly as many jobs in the textile industry as their numbers would generally warrant.

It has been stated in various sources that the situation with regard to employment in the textile industry is even worse for Negro women than it is for Negro men. This statement is shown to be correct in the table below:

TABLE - NEGRO WOMEN TEXTILE WORKERS IN S. C. PIEDMONT AREA COUNTIES COMPARED WITH WHITE WOMEN TEXTILE WORKERS

County	White Women Textile Workers	Negro Women Textile Workers	% Negro Women Textile Workers
1. Spartanburg	6,370	208	3%
2. Greenville	5,724	202	4%
3. Anderson	4.241	178	4%
4. York	3,341	141	4%
5. Greenwood	3,266	221	7%
6. Lancaster	2,913	56	2%
7. Oconee	1,334	28	2%
8. Union	1,555	152	9%
9. Chester	1,166	18	2%
10. Pickens	1,574	34	2%
11. Cherokee	1,353	67	5%
12. Laurens	1,440	40	3%
13. Abbeville	903	58	6%
14. Newberry	445	43	9%
Total: 14-County Area	35,625	1,446	4%

31st Annual Report of the Department of Labor of the State of South Carolina, Table IV

The above table shows there is much left to be desired regarding the employment of Negro women in the textile industry. In fact, it is obvious that much work remains to be done with regard to the opening of jobs for Negroes in the textile industry in western South Carolina.

It should be noted that the position of the Negro with regard to employment in the textile industry, for the most part, has not improved and, to a certain extent, has deteriorated in the last forty years. This can be seen in the following table:

TABLE V - NEGRO PERCENTAGE BY SEX, COMPARED AT 40 YEAR INTERVALS, IN S. C. TEXTILES

Year	% Negro Men in Textile Industry- South Carolina	% Negro Women in Textile Industry South Carolina
1925	6.0%	1.0%
1926	5.0%	2.0%
1965	5.5%	0.7%
1966	8.1%	1.9%

31st Annual Report of the Department of L bor of the State of South Carolina, Table XIX

As can be seen in the above table, there was a smaller precentage of Negro men employed in the textile industry in 1965 than in 1925 and a smaller percentage of Negro women employed in 1966 than in 1926. Indeed, the number of Negro females decreased from 916 in 1925 to897 in 1965 although employment of non-salaried workers almost doubled during this 40-year period. (EEOC, Employment Patterns in the Textile Industry, a summary of the transcript of the Public Forum on Employment P tterns in the Textile Industry, Charlotte, N. C. January 12-13, 1967, page 6). It is interesting to note the increase that took place between 1965 and 1966 after Title VII of the Civil Rights Act went into effect. Even so, the percentage of Negro women employed in the textile industry did not reach the 1926 level.

The figures on the levels of employment give some indication of how much of the textile wages actually go into Negroes' pockets. The lowest jobs are the laborers and service workers. Less than 15% of the textile employees are in these jobs. But almost half of the Negro Textile employees are laborers or service workers. The highest paying non-salaried jobs are in the skilled or craftsmen group. This group includes about 15% of all textile workers. But only 3% of the Negroes are in the skilled group. The pattern is even more striking in the salaried or white collar jobs where less than 200 out of well over 12,000 jobs, or around 1% are held by Negroes.

TABLE VI - PARTICIPATION RATES OF NEGRO EMPLOYEES IN SELECTED COUNTIES OF SOUTH CAROLINA TEXTILE INDUSTRY, 1966

Occupational Group	% of all Employees in each group	% of Negroes in each group of total Negro Employment
Officials & Managers	5.4	0.06
Professional	1.4	--
Technicians	1.2	0.1

Sales	0.3	--
Office and Clerical	6.1	1.1
Craftsmen (skilled)	14.4	3.1
Operatives (semi-skilled)	57.8	49.2
Laborers (unskilled)	11.7	37.0
Service Workers	1.7	9.5
Total	100.0	100.0

(1966 Employment Survey in the Textile Industry of the Carolinas, Table 4)

It might be of some value to compare the incomes of non-whites to that of the total population in the 14-county area for 1960. This gives an indication of the relationship of the exclusion of Negroes from the textile industry and from the higher paying jobs in the industry to their lower incomes.

TABLE VII - MEDIAN FAMILY INCOME FOR ALL FAMILIES AND NEGRO FAMILIES IN SOUTH CAROLINA PIEDMONT AREA COUNTIES

County		
1. Spartanburg	$4,288	$2,228
2. Greenville	$4,754	$2,434
3. Anderson	$4,191	$1,936
4. York	$4,318	$1,950
5. Greenwood	$4,175	$2,059
6. Lancaster	$4,482	$2,117
7. Oconee	$3,721	$2,117
8. Union	$4,115	$1,829
9. Chester	$3,700	$1,512
10. Pickens	$4,503	$2,422
11. Cherokee	$3,686	$1,678
12. Laurens	$4,145	$1,880
13. Abbeville	$3,641	$1,518
14. Newberry	$3,341	$1,529

U. S. Census of Population, 1960

It should be noted that in none of the counties does the median income for Negro families approach the non poverty level of $3,000. (Indeed by this standard, three out of every four Negro families in the state are poor). But in each of the counties the median income for all families is above $3,000, in spite of the fact that the figures for all families include those of Negro families, a fact that would tend to pull the figures down. The relationship of the textile industry to this higher income for all families can be seen in the fact that the average wage for non-salaried employees in the textile industry in 1960 was $3,410. In 1966 the average wage was $4,429. (31st Annual Report of the Department of Labor of the State of South Carolina, Table XVII).

The lack of job opportunities in western South Carolina, as in other parts of the South, has led to a general out-migration of Negroes. This can be seen

in the following table, showing the percentage population change between 1950 and 1960:

TABLE VIII - POPULATION CHANGES BY RACE IN SOUTH CAROLINA PIEDMONT COUNTIES, 1950 - 1960.

County	% Population Change 1950 - 1960	White Pop. Change 1950 - 1960	Negro Pop. Change 1950 - 1960
1. Abbeville	-4.6	-2.5	-8.8
2. Anderson	8.6	11.0	-0.3
3. Cherokee	.6	1.8	-3.6
4. Chester	-5.2	-1.4	-10.4
5. Greenville	24.8	26.5	17.2
6. Greenwood	6.5	7.4	4.6
7. Lancaster	6.2	9.1	-1.0
8. Laurens	1.4	3.6	-3.6
9. Newberry	-7.4	-4.8	-11.8
10. Oconee	-2.9	4.7	-9.9
11. Pickens	14.9	16.3	3.6
12. Spartanburg	4.3	4.7	3.1
13. Union	-4.2	-0.7	-11.6
14. York	10.0	13.8	1.6

It should be noted that in some counties the white population decreased also, however, in all cases this decrease was less than the decrease of Negro population. Also there was an increase of Negro population in some of the counties, but in these cases the increase of white population was greater.

It should be apparent now that there is much to be done to increase job opportunities for Negroes in the textile industry. It has been shown where the greatest number of textile industry jobs are located. At this point, it would perhaps be best to show county by county which are the most important companies in terms of the number of jobs. But two things should be noted. First of all, the figures for the number of employees given after the name of each company are only approximations. Secondly, for the purposes of this report, the textile industry has been given a broad definition to include some plants that might be excluded from the textile industry in the Standard Industrial Classification. This appears to be consistent with the practices of textile industry publications, such as Textile World. Also it would not be consistent with the purposes of any program to increase employment opportunities for Negroes in the textile industry to exclude any plant solely because it does not conform with the criteria of the Standard Industrial Classification.

Spartanburg County

1. Spartan Mills - 4500
2. Lowenstein and Sons - 3500
3. Dan River Mills - 2200

Spartanburg County - Continued

4. Jonathan Logan - 2000
5. Inman Mills - 1800
6. Pacolet Industries - 1500
7. Reeves Brothers - 1400
8. J. P. Stevens - 1300
9. Arkwright Mills - 1000
10. Deering Milliken - 600
11. Mayfair Mills - 550
12. Abney Mills - 475
13. Jackson Mills - 460
14. Bigelow and Sanford, Inc. - 375
15. Burlington Industries - 375
16. Hyston Fibers - 375
17. Indian Head, Inc. - 300
18. Powell Knitting Co. - 180
19. Lehigh Textiles - 150
20. Mass. Mohair Plush Co. - 125
21. Venmar Mills - 125
22. Shamrock Damask Mill - 100

Greenville County

1. J. P. Stevens and Co. - 7500
2. Dan River Mills - 2500
3. Abney Mills - 2200
4. Fiber Industries, Inc. - 1500
5. Cone Mills, Inc. - 1300
6. Deering-Milliken - 1200
7. Burlington Industries - 750
8. Brookline Fabrics - 500
9. Beaunit Textiles of S.C. - 375
10. Reeves Brothers - 375
11. Southern Weaving Co. - 375
12. Southern Worsted Mills, - 375
13. Indian Head Mills - 300
14. Greer Manufacturing Co. - 200
15. Wyandotte Worsted Co. - 200
16. Piedmont Plush Mills, Inc. - 100

Anderson County

1. Lowenstein and Sons - 3800
2. Abney Mills - 2800
3. Kendall Co. - 1250
4. J. P. Stevens - 1100
5. Dow Badische Co. - 1000
6. Deering Milliken, Inc. - 1000
7. Riegel Textiles - 800
8. West Point Manufacturing Co. 750
9. Jackson Mills - 400

10. Pacolet Industries - 375
11. Bigelow - Sanford, Inc. - 375
12. Dan River Mills - 375
13. Mt. Vernon Mills - 250
14. Blair Mills - 275
15. Starr Mills Corp. - 175
16. Belton Bagging Co. - 125

York County

1. Lowenstein and Sons - 4000
2. Spring Mills, Inc. - 2500
3. J. P. Stevens and Co. - 1700
4. American Thread Co. - 650
5. Cannon Mills, Inc. - 375
6. Highland Park Manufacturing Co. - 270
7. Hosiery Corp. of America - 250
8. Mt. Vernon Mills - 250
9. Randolph Yarns, Inc. - 250
10. Sullivan Southern, Inc. - 150
11. Edward Mills, Inc. - 150
12. Talon, Inc. - 150
13. Bowling Green Spinning Company - 125
14. Dave Baer Hosiery Mill, Inc. - 100
15. Crown Southern Manufacturing Co. - 100

Greenwood County

1. Greenwood Mills - 4500
2. Riegel Textile Corp. 2500
3. Chemstrand Co. - 2400
4. Abney Mills - 850

Lancaster County

1. Springs Mills, Inc. - 6900

Oconee County

1. J. P. Stevens - 2000
2. Deering Milliken - 600
3. Chicopee Manufacturing Co. - 375
4. Kenneth Cotton Mills - 350
5. Abney Mills - 250

Union County

1. United Manufacturers and Merchants - 3000
2. Pacolet Industries - 2000
3. Cone Mills - 800
4. Deering Milliken - 450
5. J. P. Stevens - 210

Chester County
1. Spring Mills - 3500
2. J. P. Stevens - 1500
3. Marietta Mills, Inc. - 450

Pickens County
1. Alice Manufacturing Co. - 1500
2. Dan River Mills - 1500
3. Mayfair Mills - 625
4. Mohasco Industries - 375
5. Cannon Mills Co. - 325
6. Bruswick Worsted - 150
7. Kent Manufacturing Co. - 150

Cherokee County
1. Lowenstein and Sons - 1500
2. Pacolet Industries - 1500
3. Burlington Industries - 400
4. Hamrick Mills - 275
5. Musgrove Mills - 250
6. Blacksburg Mill - 200
7. Chemstrand Co. - 200
8. Derry Damask Mills - 125

Laurens County
1. Clinton Mills - 1500
2. Greenwood Mills - 1100
3. Lydia Cotton Mills - 750
4. J. P. Stevens - 700
5. Laurens Mills - 650
6. Palmetto Spinning Corp. and Worsted Mills - 250
7. Deering Milliken, Inc. - 200
8. E. L. Mansure Co. - 180

Abbeville County
1. Deering Milliken, Inc. - 1100
2. Bigelow-Sanford, Inc. - 750
3. Bloomsburg Mills, Inc. - 250
4. J. P. Stevens and Co. - 200
5. Hale Manufacturing Co. - 150

Newberry County
1. The Kendall Co. - 1000
2. J. P. Stevens - 750
3. Newberry Mills - 500

14 - County Area

1. J. P. Stevens and Co. - 17,000
2. Lowenstein and Sons - 13,000
3. Spring Mills, Inc. - 13,000
4. Dan River Mills - 7000
5. Abney Mills - 6500
6. Greenwood Mills - 5500
7. Deering Milliken, Inc. - 5000
8. Pacolet Industries - 5000
9. Spartan Mills - 4300
10. Riegel Textiles - 3300
11. United Manufacturers and Merchants - 3000
12. Chemstrand Co. - 2600
13. The Kendall Co. - 2200
14. Cone Mills Corp. - 2100
15. Burlington Industries - 2000
16. Jonathan Logan - 2000
17, Inman Mills - 1800
18. Reeves Brothers - 1800
19. Alice Manufacturing Co. - 1600
20. Bigelow and Sanford - 1500
21. Fiber Industries, Inc. - 1500
22. Mayfair Mills - 1200
23. Dow Badische Co. - 1000
24. Arkwright Mills - 1000
25. Jackson Mills - 900
26. West Point Manufacturing Co. - 750
27. Cannon Mills - 700
28. American Thread Co. - 650
29. Laurens Mills - 650
30. Indian Head Mills - 600
31. Newberry Mills,Inc. - 500
32. Brookline Fabrics, Inc. - 500
33. Mt. Vernon Mills - 500

(S. C. Industrial Directory 1967-68 (1967) S. C. State Development Board

The above listing of companies should give an idea of what companies are the most important in each of the counties and in the 14-county area as a whole. It is important to note that the county listings include only those companies with more than 100 employees in the particular counties. The 14-county listing includes only those companies with more than 500 employees in the area as a whole.

Now it would perhaps be of some interest to note the expansion that is taking place in the 14-county area. The material below was gathered from Textile World and sporadic issues of South Carolina State Development Board News, and certainly should not be regarded as being complete. The material covers about a two year period in 1966 and 1967.

1. J. P. Stevens and Company

   a. Abbeville County - A $5 million yarn plant was to go into production in the latter part pf 1966, employing 150 workers.

   b. Greenville County - In March, 1966 J. P. Stevens announced that it would begin using a portion of its Taylors Plant to dye and and finish automobile carpets. It was to start one-shift operation about April 1, 1966, with other shifts to be added later.

   c. Laurens County - In June, 1966 Stevens announced that employment at its Watts Plants was to be boosted from 700 to 750 workers.

2. Lowenstein and Sons

   a. Anderson County - In the early part of 1967 Lowenstein and Sons began production in their Wamsutta Plant in Anderson, S. C. This plant, which is actually two plants in one, is to employ 800 workers.

3. Springs Mills, Inc.

   a. Chester County - In 1966 the newly constructed Leroy Plant went into production at Fort Lawn. It was to manufacture polyester cotton batists and broad cloth for apparel fabrics and curtains and to employ 260 workers.

   b. York County - In the latter part of 1966 its $4.5 million carpet yarn and tufting plant at York, employing 175 workers was to go into production.

4. Dan River Mills, Inc.

   a. Greenville County - In October, 1967 a $3 million plant, including finishing, shipping and warehousing facilities was announced for construction in Greer. It is to increase the Carpet Division's capacity 50%. Completion is set for Spring, 1968.

   b. Greenville County - In May 1966 Woodside Mills Division's new Furman Plant at Fountain Inn was discussed in Textile World. It has 125 employees.

5. Abney Mills

   a. In December, 1966 Abney Mills announced that it would construct a $4.5 million dryer felt plant in Greenville. This plant would provide employment for more than 200 workers.

6. Deering-Milliken, Inc.

   a. Greenville County - In December, 1966 a $1 million addition to expand production of stretch yarn and stretch fabrics at its plant in Marietta was announced.

b. Cherokee County - Deering-Milliken announced plans in January, 1966 to expand its Magnolia Finishing Plant in Blacksburg. This expansion, costing $2.5 million, was to increase plant capacity by 33%.

7. Spartan Mills

a. Spartanburg County - In the May, 1966 issue of Textile World there was a discussion of Spartan Mills' new Powell Knitting Plant, which was to produce 8000 pairs of ultra-fancy hosiery per week.

8. Inman Mills
Spartanburg County - In the latter part of 1966 production was to begin at a $6 million fabrics facility, employing 250 workers, at Enoree.

9. Clinton Mills

a. Laurens County - In the latter part of 1966 the Bailey Plant was to go into production. Its cost was $8 million, and it was to manufacture polyester-cotton blended fabrics, employing 275 workers.

10. Alice Manufacturing Company

a. Pickens County - In the latter part of 1966 the $6 million Ellison Plant near Easley was to go into production, manufacturing blended fabrics and employing approximately 250 workers.

11. Arkwright Mills

a. Spartanburg County - In June, 1966 Hercules announced a $70 million expansion of its synthetic fiber plant in Spartanburg. This expansion will increase employment from 700 to 1000 workers.

13. Hystron Fibers

a. Spartanburg County - In May, 1966 Hystron announced $100 million expansion of its yet to be completed polyester fiber plant at Spartanburg. The construction will be completed in November, 1967, and the plant will employ 400 workers.

14. Brookline Fabrics

a. Greenville County - In June 1966 a $750,000 expansion was announced. This expansion would more than double the size of the plant.

15. Phillips Fibers Corporation

a. Greenville County - In July 1966 it was announced that Phillips would begin construction of a synthetic fiber research and development center, which would also serve as company headquarters. This facility, which would employ 200 people was scheduled to be completed in 1967.

16. Blair Mills, Inc.

a. Anderson County - In June 1966 a $550,000 expansion at Blair's plant in Belton was announced. This expansion, which would involve the construction of a weaveroom, slasher room, warehouse and offices, would boost production 25%.

17. E. L. Mansure Company

a. Laurens County - In March, 1966 Mansure announced a new 70,000 square foot, $400,000 plant in Clinton.

18. Mayfair Mills

a. Pickens County - In March, 1966, a $1 million expansion of the plant in Easley was announced.

As can be seen in the above list of new construction and expansions, the greatest amount of development is taking place in Spartanburg and Greenville Counties.

In conclusion, as can be seen in the above material Negroes have, for the most part, been excluded from employment, especially in the higher paying jobs, in the textile industry. This exculsion has probably been an important factor in the low incomes and resulting out-migration. Jobs are available in the textile industry, both from turnover in the existing workforce and from the expansion that is taking place. Every effort should, therefore, be made to see that Negroes receive their fair share of jobs that are becoming available.

(17)

TEXTILES: EMPLOYMENT AND ADVANCEMENT FOR MINORITIES

TEAM

AN INTERAGENCY PROJECT TO PROMOTE EQUAL EMPLOYMENT IN THE TEXTILE INDUSTRY

COURTNEY SICELOFF
CHAIRMAN OF THE BOARD

MISS JEAN FAIRFAX, CHAIRMAN
FIELD COORDINATION COMMITTEE

MORDECAI C. JOHNSON
PROJECT DIRECTOR

P. O. Box 1015
22-A East Coffee Street
Greenville, South Carolina 29602
(803) 239-9877

(7)

T E A M

TEXTILES: EMPLOYMENT AND ADVANCEMENT FOR MINORITIES
Minutes of the Meeting - TEAM - Spartanburg, S. C.
December 1, 1967

PRESENT: Miss Jean Fairfax, LDF
E. T. Fehrer, AFL-CIO, CRD
Courtney Siceloff, FCS
Emory Via, EEOC
Commissioner Samuel C. Jackson, EEOC
Mordecai C. Johnson, Project Director, Recording

This was a dinner meeting held for the purpose for TEAM's meeting with Commissioner Jackson.

Commissioner Jackson reported that he had been in North Carolina the previous day attending a conference by the Good Neighbor Council and that he had spent the day of December 1, in Columbia. In Columbia he talked at some length and with some candor with John Cauthen, Executive Vice President of the South Carolina Textile Manufacturing Association. Cauthen is also very close to the Governor and is Chairman of the South Carolina Higher Education Commission. Cauthen revealed to Commissioner Jackson some statistics which the State Labor Department has collected for its report, which statistics are not yet available for public consumption. The indications are that the textile picture has improved significantly over the 1966 data. The figures are as follows: In 1966 the textile industry had 138,225 employees and in 1967 it had 140,700 employees of whom 20,063 are Negroes. There has been a gain of 2000 employees between 1966 and 1967 and an increase of 15% in Negro employees (?). There are 6263 more Negroes employed in textiles in 1967 than there were in 1966. Of these, 4000 were employed since the EEOC forum. According to the Labor Department's figures for the year ending June 30, 1966, about 10% of the textile employees were Negroes. The data for 1967 shows that 14.3% of the textile employees are Negroes. The textile industry people have had six meetings concerning Equal Opportunities since the forum and, according to Cauthen, they need people, without regard to race.

Commissioner Jackson alluded to Governor McNair's testimony before the Tariff Commission and described it as "beautiful" adding that that testimony touched on the race issue and that he should get a copy. Miss Fairfax interjected that she believes that the TEAM people or

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TEAM

perhaps the Legal Defense Fund should make its views known about the import issue which is now before the Congress. Commissioner Jackson suggested that a fairly unsophisticated approach might be used by simply writing a letter to the Tariff Commission and insisting that they re-open their hearing (which they probably won't do) for the purpose of our putting our views on the record and at the same time put our views on the record in the letter itself.

Commissioner Jackson stated that the head of South Carolina University's Economics Department is close to the Governor. The background on the Governor's statement is that the textile industry prepared a statement which was rather self-serving and the Governor was not inclined to deliver it. He therefore had the SOU man re-do the statement and that is the statement that was delivered.

The Justice Department is not filing suits against textiles pursuant to the EEOC referrals. Rather they are using those referrals as a club to try to bring about amicable settlements. It appears that they won't file any suits against textile companies if they can possibly avoid it. Miss Fairfax expressed concern about the quality of Justice Department settlements in light of the school cases. The Director concurred. No suit has been filed against a government contractor. With respect to government contractors, it appears that the Labor Department "calls the shots." EEOC is very interested in pursuing contractors with more than 500 employees and less than 1% Negro.

OFCC is kicking off its program but there is some question about the Department of Defense. The problems seem to be: 1. Manpower and Staff; 2. The reorganization, which created some mix-up; and 3. Lack of enthusiasm.

The Small Business Administration and SBA are now becoming concerned and requiring racial data and equal opportunity.

Harold Gruner has left ATRO as its Director of Technical Assistance and is being replaced by Harry Boyte. The Washington Office of EEOC has asked Jon Hollowell, Director of ATRO, for a report. Washington wants to know the number of people needed and so on.

Textiles are not the highest priority in the mind of the Chairman and presumably that means that it is not a high priority in the mind of the Administration. The Administration needs pressure; the Chairman is interested in going after the white collar jobs and after the drug industry. Dr. Vie pointed out that when he and Miss Fairfax met with the Chairman they got a commitment that EEOC would do the original 100 plant visits plus an additional 25 to be done by Technical Assistance.

Miss Fairfax again expressed the view that LDF should take a position on the Tariff question demanding that the hearing be re-opened and in view of the fact that we probably don't want it re-opened anyway, we

should set out our position in our statement requesting to be heard in a new re-opened hearing. The Tariff Commission is officially known as ITAC which involves the Labor and Commerce Departments and others.

Commissioner Jackson referred to the testimony of Mr. Lipscomb, a Negro international type with the Department of Commerce. Lipscomb testified at the EEOC forum and Commissioner Jackson suggested that TWAU's Director read that testimony (the EEOC summary of the transcript lists under "Form Participants," as Emmanuel Lipscomb, Director, Trade Analysis, Office of Textiles, Business and Defense Services Administration, U. S. Department of Commerce. That document does not, however, set out or summarize Mr. Lipscomb's testimony and the transcript of the record has not been printed).

The Department of State is appallingly bad on the Tariff issue with respect to race. It has taken the position that domestic issues should not form the basis for international policy.

Rehrer stated that when TWAU makes its approach to the Tariff Commission it should include some complaints with respect to a number of government agencies including EEOC, CRSC and the Justice Department.

Commissioner Jackson, continuing to discuss the need for pressure, pointed out the necessity for timeliness. He specifically referred to the budgeting process in the government. He stated that it is ineffective to bring pressure to bear concerning budget allocations, after the budget is being discussed in Congress. Rather, the pressure should be brought when the various agencies submit their budgets to the Bureau of the Budget. So if TWAU is concerned about the budget of civil rights agencies such as EEOC, it should be expressing that concern to the White House and to the Bureau of Budget. The key people are: Califano in the White House who looks at the budget from a political angle; Charles Schultz, Director, of Bureau of Budget and, most important, Charles Swick, a GS-15 who is Deputy Director of Bureau of Budget. Swick particularly, and Schultz also, look at the agencies' budgets purely from the viewpoint of Federal priorities.

The North Carolina Good Neighbor Council has found about 400 Negro job-seekers and has contacted 10 employers (including 3 non-textile employers). The employer contacts have been made by letter only. Good Neighbor Council has on its staff the minority group representative from North Carolina's State Employment Service, A Mr. Harold Hill. The effect of this can't yet be assessed.

(16)

TEXTILES: EMPLOYMENT AND ADVANCEMENT FOR MINORITIES

TEAM

AN INTERAGENCY PROJECT TO PROMOTE EQUAL EMPLOYMENT IN THE TEXTILE INDUSTRY

COURTNEY SICELOFF
CHAIRMAN OF THE BOARD

MISS JEAN FAIRFAX, CHAIRMAN
FIELD COORDINATION COMMITTEE

MORDECAI C. JOHNSON
PROJECT DIRECTOR

P. O. Box 1015
22-A East Coffee Street
Greenville, South Carolina 29602
(803) 239-9877

December 2, 1967

Minutes of the Meeting - Spartanburg, S. C.

Present:

Jean Fairfax
Emory Via
E. T. Kehrer
Courtney Siceloff
Richard Lyles
Toll McPherson (EEOC)
George Butler (EEOC)
Williams Morrison (EEOC)

This was a meeting of TEAM with Mr. Butler.

EEOC role and staff

Mr. Butler explained that EEOC, and he, are playing a coordination role with respect to the textile activities. The Technical Assistance Staff is now headed by Harry Boyte and Doris Cromartie is also in technical assistance. They expect to complete their visits in S. C. by February 1968. Boyte will work exclusively on technical assistance. Butler also stated that Boyte will work on the program for new and expanding plants. Some interesting things to appear to be possible by working with the Job Corps people with respect to placements. Miss Cromartie will be on technical assistance about 75% of the time. The new plants program will be handled by Allen Gibbs, Henry Ford and Bill Morrison of EEOC's staff. In addition, Mr. Butler indicated that he will so some work himself.

Good Neighbor Council

There was some discussion about the North Carolina Good Neighbor Council activities and the indications were that EEOC is not completely satisfied with the way things are going in North Carolina. OFCC is also to pursue the Good Neighbor activities by visiting some of the counties covered by the Good Neighbor Council. OFCC is expected to gear up their operations in January 1968 (?) One of OFCC's problems is that there is some conflict between them and DOD.

Department of Justice

FOR IMMEDIATE RELEASE
WEDNESDAY, DECEMBER 6, 1967

The Department of Justice filed suit today charging the Bethlehem Steel Corporation with racial discrimination in employment at its Lackawanna, New York plant near Buffalo.

Attorney General Ramsey Clark said the civil suit was filed in United States District Court in Buffalo under the Equal Employment Opportunity Section of the 1964 Civil Rights Act.

The suit seeks a court order prohibiting racial discrimination by Bethlehem in recruiting, hiring, referring, advancing, transferring and assigning employees.

Mr. Clark said the Civil Rights Division of the Department had begun an investigation in August of employment practices at the Lackawanna plant, which employs some 18,400 persons.

The suit alleged that Bethlehem follows a "pattern and practice of discrimination in employment against Negroes on account of their race" in the plant's operation.

Bethlehem hires, refers, transfers and assigns white employees "without regard to qualifications" but places "stringent requirements on Negroes who apply for hiring, referral, transfer or assignment to the same or similar jobs," the Department asserted.

It said the company administers and grades job-assignment tests in the mechanical and electrical department " in a manner so as to give preferential treatment to white applicants and to exclude Negro applicants similarly qualified."

Negro employees are assigned less desirable jobs -- "including the hot and dirty jobs in the coke oven and blast furnace departments and labor type jobs in the yard department" -- than white persons with similar or lower qualifications and Negroes are not provided equal opportunity for advancement, it was alleged.

The Department requested an injunction to prevent Bethlehem from continuing any racially discriminatory employment practices and to require the firm to take reasonable steps to correct effects of its past discrimination.

Department of Justice

FOR IMMEDIATE RELEASE
THURSDAY, DECEMBER 7, 1967

The Department of Justice today charged two Cincinnati locals of the International Association of Bridge, Structural, and Ornamental Ironworkers and their apprenticeship committees with illegally discriminating against Negroes.

Attorney General Ramsey Clark said the civil complaint, filed in United States District Court in Cincinnati, asserted a violation of the employment section of the 1964 Civil Rights Act.

The defendants are Locals No. 44 and No. 372 of the Ironworkers and the Cincinnati Structural Ironworkers Joint Apprenticeship Committee for each local.

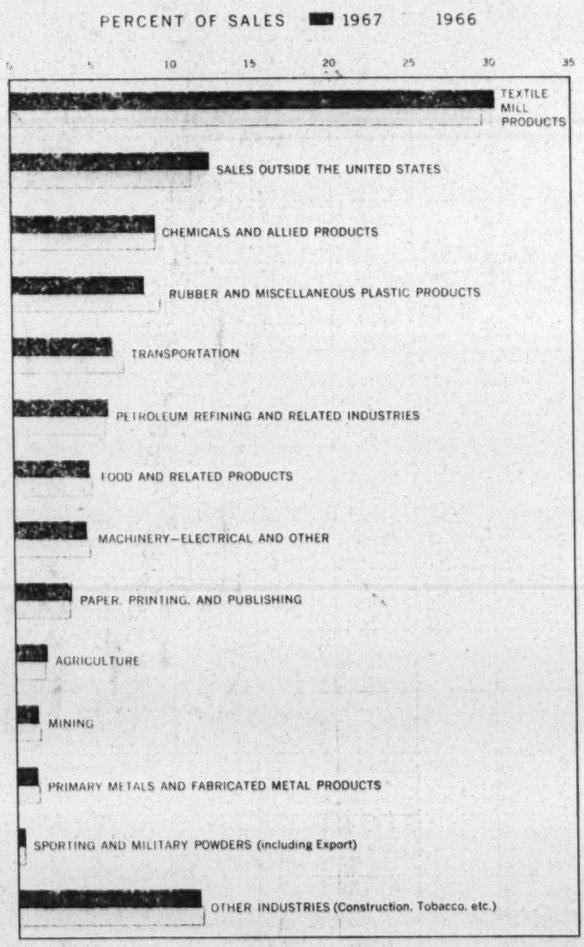
Both the locals and the committees have failed to recruit and accept Negroes as apprentices on the same basis as whites, the suit said. In addition, it asserted, the locals have failed to recruit and accept Negro journeymen as members on the same basis as whites.

Local 44 has some 420 members and 25 apprentices, and all of them are white, the suit said. In Local 372, it added, all of some 190 journeymen and 18 of the 19 apprentices are white.

The suit asked that the defendants be ordered to recruit and accept Negroes as members and apprentices on the same basis as whites and that they take steps to eliminate effects of past discrimination--including offering membership to qualified Negroes.

In addition, the suit said, the defendants should be ordered to establish reasonable and nondiscriminatory requirements for admission to the apprenticeship programs.

Sales to Principal Industries



PAGINATION INCORRECT

DIRECTORY

Industrial Departments

ELASTOMER CHEMICALS DEPARTMENT

Charles J. Harrington, *General Manager*

PRODUCTS

Neoprene, "Nordel", "Hypalon", "Viton", and "Adiprene" Synthetic Rubbers, "Hylene" Organic Isocyanates, Accelerators, Antioxidants, and Miscellaneous Chemicals for natural and synthetic rubber.

PLANTS

Beaumont, Tex. Louisville, Ky.
Deepwater, N. J. Montague, Mich.

ELECTROCHEMICALS DEPARTMENT

John M. Clark, *General Manager*

PRODUCTS

Polymers for nonplastic uses: "Elvanol" Polyvinyl Alcohol; "Elvacet" Polyvinyl Acetate Emulsion; "Elvax" Vinyl Resins; Methacrylate Monomers; "Elvacite" Acrylic Resins; "Elvamide" Nylon Resins; "Elvace" Acetate/Ethylene Copolymers.

Peroxygen Products for bleaching and chemical uses: "Albone" Hydrogen Peroxide; "Oxone" Monopersulfate Compound; Sodium Perborate.

Solvents: "Triclene" Trichlorethylene; "Perclene" Perchlorethylene; "Valclene" Drycleaning Fluid; Methylene Chloride; Chloroform; Methyl Chloride; Tetrahydrofuran.

Sodium Products: Sodium Cyanide; Potassium Cyanide; Hydrogen Cyanide; Metallic Sodium; Electroplating Chemicals.

Electronic Products: Precious Metal Compositions for electronic and decorative uses.

PLANTS

Memphis, Tenn. Niagara Falls, N. Y.

EXPLOSIVES DEPARTMENT

Bill H. Mackey, *General Manager*

PRODUCTS

Commercial Explosives and Accessories;

Explosives Specialties;

Nitric Acid, Nitrobenzene, Aniline, Diphenylamine, Sodium Nitrite, Chemical Blowing Agents, and Dimethyl Terephthalate;

Industrial Nitrocellulose and Sodium Carboxymethyl Cellulose;

Explosion-Bonded Clad Metals;

Military and Sporting Powders.

PLANTS

Barksdale, Wis.
Beaumont, Tex.
Birmingham, Ala.
Carney's Point, N. J.
Du Pont, Wash.
Gibbstown, N. J.
Louviers, Colo.
Martinsburg, W. Va.
Memphis, Tenn.
Moosic, Pa.
Old Hickory, Tenn.
Pompton Lakes, N. J.
Seneca, Ill.

FABRICS & FINISHES DEPARTMENT

Walter F. H. Mattlage, *General Manager*

PRODUCTS

Synthetic Elastomer Coated Fabrics and Sheeting for gaskets, diaphragms, and other industrial applications for automotive, aviation, chemical, and petroleum industries;

"Teflon" TFE-Fluorocarbon, "Lecton" Acrylic, and "Pyre-M.L." Polyimide Enamels and Coated Glass Fabrics for electrical insulation and other industrial applications;

Protective and decorative finishes for all industrial, automotive, marine, transportation, institutional, and consumer purposes including "Dulux" Enamels, "Duco" Lacquer Enamels, "Lucite" Acrylic Finishes, "Flow Kote" Paints

FABRICS & FINISHES DEPARTMENT (continued)

and Enamels, adhesives, paper coatings, "Budium" Can Coatings, "Du-Lite" Fluoropolymer Enamels, and "Teflon" Finishes for cookware and other anti-stick applications;

Automotive Maintenance products including "7" polishes, waxes, radiator chemicals, and oil and gasoline additives; "Zerone", "Zerex", and "Telar" Anti-Freezes;

Brushes, combs, and other fabricated plastic articles; Cellulose sponges;

"Corfam" Poromeric Products for shoe uppers, accessories, and industrial applications.

PLANTS

Chicago, Ill.	Old Hickory, Tenn.
Columbia, Tenn.	Parlin, N. J.
Everett, Mass.	Philadelphia, Pa.
Fairfield, Conn.	South San Francisco, Calif.
Flint, Mich.	
Fort Madison, Ia.	Toledo, O.
Leominster, Mass.	Tucker, Ga.

FILM DEPARTMENT

Walter O. Simon, *General Manager*

PRODUCTS

Films for packaging, agricultural, industrial, and construction uses: Acetate Film, Cellophane, "Mylar" Polyester Film, Polyethylene Film, "Tedlar" PVF Film, and "Clysar" Polyolefin Film;

"Kapton" Polyimide Film;

"Vexar" Plastic Netting and Piping.

PLANTS

Buffalo, N. Y.	Florence, S. C.
Circleville, O.	Richmond, Va.
Clinton, Ia.	Tecumseh, Kans.

INDUSTRIAL AND BIOCHEMICALS DEPARTMENT

Edward R. Kane, *General Manager*

PRODUCTS

Industrial Chemicals: acids, amines, chrome complexes, colloidal silica, flame retardants, formaldehyde, methanol, silicates, reagents, solvents, urea, and zinc chloride for the chemical, electronics, food, glass, metal, paper, petroleum, textile, and allied industries.

Agrichemicals: animal feed supplements, fertilizer and fertilizer ingredients, insecticides, seed disinfectants, plant fungicides, weed and brush killers for agricultural and industrial uses.

Pharmaceuticals: "Symmetrel" Amantadine Hydrochloride.

PLANTS

Augusta, Ga.	Gonzales, La.
Belle, W. Va.	Huron, O.
Cleveland, O.	La Porte, Tex.
Cornwells Heights, Pa.	Linden, N. J.
East Chicago, Ind.	North Bend, O.
Ecorse, Mich.	Perth Amboy, N. J.
Fortville, Ind.	Richmond, Va.
	Toledo, O.
	Wurtland, Ky.

INTERNATIONAL DEPARTMENT

Benjamin F. Schlimme, *General Manager*

See foreign subsidiary and affiliated companies listed on pages 56 to 59, inclusive.

ORGANIC CHEMICALS DEPARTMENT

William C. Kay, *General Manager*

PRODUCTS

Dyes and Organic Chemicals for the textile, paper, leather, and other basic industries;

"Freon" Refrigerants, Aerosol Propellants, and Fluorinated Solvents and Chemicals;

Lead Antiknock Compounds and other Additives for the petroleum industry.

PLANTS

Antioch, Calif.	East Chicago, Ind.
Deepwater, N. J.	Louisville, Ky.
	Montague, Mich.

PHOTO PRODUCTS DEPARTMENT

Edwin A. Gee, *General Manager**

PRODUCTS

Motion Picture, Aerial, Instrumentation, X-Ray, Portrait, Graphic Arts, and Engineering Reproduction and Drafting Films;

Recording and Professional Photographic Papers;

X-Ray Screens;

"Dycril" and "Lydel" Photopolymer Printing Plates;

"Crolyn" Magnetic Tape;

Photographic Chemicals.

PLANTS

Brevard, N. C.
Parlin, N. J.
Rochester, N. Y.
Towanda, Pa.

*Effective February 1, 1968.

PIGMENTS DEPARTMENT

Joseph Shrawder, Jr., *General Manager*

PRODUCTS

Titanium Dioxide Pigments, Pigment Colors, Potassium Titanate, Zircon, and Staurolite.

PLANTS

Antioch, Calif.
Baltimore, Md.
Edge Moor, Del.
Lawtey, Fla.
Newark, N. J.
New Johnsonville, Tenn.
Newport, Del.
Starke, Fla.

PLASTICS DEPARTMENT

Roy L. Schuyler, *General Manager*

PRODUCTS

Plastic Materials for molding and extrusion, including "Alathon" Polyolefin Resins, "Delrin" Acetal Resins, "Lucite" Acrylic Resins, "Rulan" Flame-Retardant Plastic, "Surlyn" Ionomer Resins, "Teflon" Fluorocarbon Resins, and "Zytel" Nylon Resins;

Methacrylate Monomers for casting and "Lucite" Acrylic Sirup;

"Butacite" Polyvinyl Butyral Sheeting for safety glass;

"Teflon" FEP-Fluorocarbon Film and Tubing;

"Aldyl" Polymeric Pipe and Fittings;

"Vespel" Diamond Abrasive Products and Precision Parts from Polyimide Resins;

Nylon Filaments and Extruded Shapes, including "Tynex" Nylon Filaments, "Herox" Nylon Level Filaments, "Felor" Nylon Filaments, "Vylor" Monofilaments, "Stren" Monofilament Fishing Line, "Ruvea" Ribbon Yarns, and "Dymetrol" Continuous Precision Forms;

"Dacron" Polyester Monofilaments.

PLANTS

Laplace, La.
Newark, Del.
Orange, Tex.
Parkersburg, W. Va.
Tulsa, Okla.
Victoria, Tex.

TEXTILE FIBERS DEPARTMENT

Russell C. Weigel, *General Manager*

PRODUCTS

"Acele" Acetate Yarn;

"Dacron" Polyester Textile and Industrial Yarn, Staple, and Fiberfill;

"Lycra" Spandex Yarn;

Nylon Textile and Industrial Yarn and Staple, "Antron", "Cantrece", and "Nomex" Nylon Products;

"Orlon" Acrylic Staple;

Spunbonded Products of "Reemay" Polyester, "Typar" Polypropylene, and "Tyvek" Polyethylene;

"Teflon" TFE-Fluorocarbon Fiber.

PLANTS

Camden, S. C.
Chattanooga, Tenn.
Kinston, N. C.
Martinsville, Va.
Old Hickory, Tenn.
Richmond, Va.
Seaford, Del.
Waynesboro, Va.
Wilmington, N. C.

Department of Justice

FOR IMMEDIATE RELEASE
FRIDAY, JANUARY 12, 1968

The Department of Justice filed a civil suit today charging Southern Weaving Company, a textile firm in South Carolina, with racial discrimination in employment.

Attorney General Ramsey Clark said the suit, which seeks an order against discriminatory employment practices, was brought in United States District Court in Greenville, South Carolina.

The company has plants in Greenville and Anderson, South Carolina and employs some 350 persons, including about 22 Negroes. Also named a defendant was Hudson Narrow Fabric Mill, a wholly-owned subsidiary of Southern, which employs about 90 persons, including two Negroes, at Easley, South Carolina.

The suit asserted that both firms follow "a policy and practice of discrimination in employment against Negroes on account of their race."

It was alleged that the firms placed Negroes in menial and low-paying jobs without regard to their qualifications and keep them in such jobs while providing advancement opportunities for white persons with no higher qualifications.

The Department sought an injunction to prevent such practices and to require reasonable steps to correct effects of past discrimination.

Mr. Clark said the matter was referred to the Department by the Equal Employment Opportunity Commission.

It was the Department's 11th suit under the Equal Employment Opportunity section of the 1964 Civil Rights Act and the ninth within the last 11 months.

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Meekins

The Department of Justice filed suits today in Greenville, South Carolina against the Chat-N-Chew Restaurant, Turbeville, South Carolina, and in Columbia, South Carolina against Lyman's Restaurant and Drive-In, Lyman, South Carolina, seeking to enjoin the two establishments from violating the public accommodations section of the 1964 Civil Rights Act.

Department of Justice

FOR IMMEDIATE RELEASE
TUESDAY, JANUARY 30, 1968

The Department of Justice filed suit today to block a strike by an all-white United Papermakers and Paperworkers local against a paper mill in Louisiana and to bar racial discrimination by both the union and the company.

The Department alleged that the strike, scheduled to begin Thursday at a Crown-Zellerbach Corporation paper mill in Bogalusa, is aimed at maintaining personnel policies which discriminate against Negroes.

Attorney General Ramsey Clark said the suit was filed in United States District Court in New Orleans.

Defendants in the civil suit were the United Papermakers and Paperworkers AFL-CIO, the union's Local 189 in Bogalusa, which has about 1,000 members, and the Crown-Zellerbach Corporation in San Francisco, which employs about 2,000 persons--including nearly 400 Negroes--in its mill at Bogalusa.

A court order requested by the Department would not only bar the scheduled strike but also forbid the union to follow discriminatory membership practices and to take any action that would deny equal employment opportunities for Negroes, and require the company to observe non-discriminatory personnel policies.

The Department said actions by the defendants violate the Equal Employment Section of the 1964 Civil Rights Act and interfere with implementation of a 1965 Presidential Executive Order forbidding employment discrimination by government contractors.

The strike was called to prevent changes in the plant's seniority and re-call system which were ordered by the plant under an agreement with the Office of Federal Contract Compliance.

The changes would base the system on both length of employment and length of service in a particular job. The present system, based only on job service, is discriminatory since Negroes until recently were assigned to less desirable jobs, the Department alleged.

(18)

TEXTILES: EMPLOYMENT AND ADVANCEMENT FOR MINORITIES

COURTNEY SICELOFF
CHAIRMAN OF THE BOARD

MISS JEAN FAIRFAX, CHAIRMAN
FIELD COORDINATION COMMITTEE

TEAM
AN INTERAGENCY PROJECT TO PROMOTE EQUAL EMPLOYMENT IN THE TEXTILE INDUSTRY

MORDECAI C. JOHNSON
PROJECT DIRECTOR

P. O. Box 1015
22-A East Coffee Street
Greenville, South Carolina 29602
(803) 239-9877

January, 1968

MEMORANDUM

TO : Miss Jean Fairfax

FROM : Mordecai C. Johnson

SUBJECT : Staff Activities Report

1. Piedmont Conference on Jobs and Training (PCJT)

The Director spent a great deal of time providing assistance to the Commission in preparation for the PCJT as previously (see Minutes dated October 23, 1967). Mr. Siceloff and I sketched out the program for possible use by the Commission. It was substantially followed. Early in November, the Director conferred with Mr. Warren Moore, a consultant to the Commission, who was in this area for two days doing preparatory work in connection with the conference. The Director conferred with Mr. Moore at some length, provided him with materials believed to be useful and referred him to other persons who might be able to provide additional assistance. The Director obtained and provided the Commission Staff approximately 1000 names of persons in the state and and in the Piedmont area as possible invitees to the Conference, including all of the ministers and churches for several counties, contacts to persons who could provide similar lists in the additional counties and lists obtained from other organizations. The Director made available to the Commission his card file which, at that time, consisted primarily of Greenville County persons. He assisted in the selection of a speaker by obtaining, checking out and submitting names in orders of preferences based upon interviews with representatives samples of knowledgeable persons in the communities. Similar work was done with respect to possible panelists. The Director spent numerous hours on the telephone conferring with Commission representatives from Memphis and from Washington assisting them in such ways as they requested and making such suggestions as appeared to be appropriate. For example the Director suggested that cards be sent out calling for a return and including an invitation to the Conference, which suggestion was followed to the extent possible. The Director suggested that TEAM be pretty much in the background, which suggestion was followed. The Director suggested that a quantity of invitations be distributed to key persons in the communities involved, which suggestion was followed.

Pursuant to a request of Miss Fairfax, Mr. Allen Black, Director of the Memphis Office of the Legal Defense Fund, sent to the Director a copy of a Workbook for Community Leaders together with a covering, summary-type memorandum that had come out of Equal Employmentwork in Mississippi done by the Legal Defense Fund under a project somewhat similar to TEAM's. In addition, the Legal Defense Fund made available to us, Mr. Michael Bruland who was with the Jackson, Miss. Office of LDF and involved in that project. The Director assisted Mr. Bruland by making available to him such materials as we had, including the State Labor Department's report, Industrial Directory, News clips, and the like, and by referring him to other sources of information, such as Public Library, University and College Libraries, state officials, etc. Mr. Bruland spent a week in Greenville and in the area and additional time in Jackson doing this work for TEAM in preparation for the PCJT. The TEAM document entitled: THE TEXTILE INDUSTRY AND NEGROES IN WESTERN SOUTH CAROLINA _ Some Hard Facts as a Basis for Action, Research Report #67-101, November 1967, is essentially a result of those endeavors. In addition, Mr. Bruland researched and prepared the section on training (blue pages) which was included in TEAM's 2nd document, EQUAL EMPLOYMENT OPPORTUNITY IN THE TEXTILE INDUSTRY OF SOUTH CAROLINA, WORKBOOK FOR COMMUNITY LEADERS. Mr. Bruland also updated the section of the Workbook, entitled, "Know Your Rights," (the pink pages). After these materials were received from Mr. Bruland in Jackson, the Director spent several days doing supplementary work to finalize these products. On the Research Report the Director devised the cover sheet, assimilated the news clippings which explain about TEAM, did the necessary research to demonstrate that Negroes were the first persons in the world to cultivate a weed into a cotton plant, to adapt its fibers to textile manufacture and facilitate the transmission of these arts to the Egyptians thousand of years Before Christ and thereafter to the Europeans, the Indians and the Orientals.

On the Workbook, the Director prepared the cover sheet, inserted the sheet of news clips concerning TEAM and prepared the 1½ page Introduction. The Introduction was designed to sell equal employment in fact, in view of the fact equal employment is the law. It called upon community leaders to act and it carefully pointed out the facts, in summary fashion, with respect to textiles in the Piedmont area and in the state. The Director revised cover sheet for the "12 steps and revised each to suggest the necessary action, particularly with respect to textiles. In the section entitled, "Open Every Door-Ideas" (the buff pages) the Director made editorial changes and added 5 additional "Ideas" to the or original contained in the Mississippi document. The suggestions added were: Job fair, Career day, Visitation day, regular publicity of success, and county textile forum. The Director revised the sheet entitled "Information about Job Applicants" to include information concerning the applicant's employment status (some of which was adapted from a survey sheet prepared by the Greater Greenville Chamber of Commerce) and to otherwise gear the information to South Carolina textiles. Similar adjustments were made in the employer data sheet. The complaint form was changed slightly to suggest that complaints be filed through TEAM AND TO OFFER TEAM's assistance. Because of the severe time limitation

under which we were forced to work, including the physical impossibility of completing the revision and draft within the time anticipated and a mix-up in our mails, we were unable to accept an offer previously extended to TEAM by Jim Pierce of IUD in Charlotte to do our printing for us and SRC was unable to do it within the time allotted because of a meeting for which it was preparing. The Director therefore found it necessary to have the work typed and printed at a local print shop. They did an excellent job. However, it cost TEAM $500.00 including collating. Drafts and mark-ups were given to the printer's secretary on Tuesday and Wednesday, November 28 and 29, 1967, with instructions to have it ready by Friday morning December 1. The printer assigned 2 secretaries to the job and worked his people overtime to complete this for us. We ordered and obtained 500 copies of each document and distributed approximately 300 at the Conference and others later. During the last few days leading up to the PCJT on December 2, 1967, the Director arranged for TEAM's board members to be invited by the Commission to be present, contacted the board members concerning the best time for meeting, and held several conversations with the Washington office of EEOC concerning the presence of EEOC representatives at our meeting. Becuuse of conflicting schedules of some of the board members and because EEOC could have Mr. Butler present on Friday night and Commissioner present on Saturday, but the two could not be present on any one of those nights, the Director aranged to have 2 board meetings, one on Friday and one on Saturday. He prepared a memorandum to TEAM board members concerning meeting and wrote EEOC to firm up the arrangements for this, enclosing a copy of the memorandum. The Director also arranged for motel accomodations for TEAM's board members and the EEOC representatives.

The Director provided last minute assistance to the Civil Rights Commission's representatives, including maps of Spartanburg, arrangement for typing and printing of the programs, arrangement for hostesses for registration and suggestions as to how it might be handled, etc. The Director attended and recorded the substance of TEAM's meeting with Mr. Jackson on Friday December 1, sat with the State AdvisoryCommittee to the Civil Rights Commission for a portion of its preparatory meeting on Friday night and arranged for refreshments and sustenance for TEAM's board members and its guests, etc. During the Conference itself, on Saturday December 2, the Director attended one of the workshops together with Mr. Siceloff, attended the plenary sessions and made remarks as scheduledfor the final session on the subject of "Where do We Go From Here," the substance of which was that the job ahead is one of community organization for action in the light of what has been learned and what must yet be learned and done. The Director offered full cooperation and assistance from TEAM to any community leaders disposed to act.

After the Conference the Director attended and recorded the substance of TEAM's second board meeting on Saturday December 2, which was held with Mr. George Butler of the EEOC. Thereafter, the Director met with staff members of the Civil Rights Commission where we assessed the Conference in a preliminary way. We all agreed that the Conference was well done, particularly when one considers the very limited amount of staff work, time and energy that was put into it, and we agreed that it could have been much better had more been put into it, and especially more time. The Commission's representatives gave TEAM access to the list of registrants at the Conference. Those names and addresses have been carded for TEAM's files and the registration sheets returned to the Commission.

The sheets indicate that approximately 200 persons were present, that the bulk of them came from Greenville and Spartanburg, and that on the whole the participants were fairly broadly representative. The Commission representatives and I agreed that we would have had better representation had we provided transportation for those unable to provide it for themselves, particularly, from the longer distances, and had we had better advertisement or other notice concerning the Conference, again limiting factors were considered and again we congratulated ourselves. The Director has subsequently expressed in writing, appreciation to the Commission especially regarding efforts put into the Conference by Mr. Wilmore of the Commission's staff.

2. Follow-up. One of the things the board and Director seemed to have agreed upon is that the job ahead is one of basic community organization (see Minutes) and this has begun.

A. Relationship between TEAM and ATRO. Harold Cramer has left ATRO as its Chief of Technical Assistance and has been replaced by Harry Boyte. Doris Cromartie is still in technical assistance. It appears that technical assistance consists of Boyte and Cromartie and that they will not be devoting full time to it but EEOC has made a commitment that the work will be done (see Minutes) in December, after the Conference, the Director conferred with Mrs. Cromartie who was in the area and learned that they were back in operation. Mrs. Cromartie had visited several plants in York County and particularly Rock Hill, She had also done and, plans to do more, in the way of re-visits. She stated that her impression is that the textile people have hardened during the lag in visits by EEOC and that the lag was a mistake. For example, one employer who was cordial on a previous visit months earlier but who had not been re-visited or contacted as promised virtually threw her out. Another plant with only about 60 employees was virtually unaware of the fact that it was newly covered under the Act as of July and was rather hostile. Her impression was that little could be accomplished in York County although admittedly she had only visited a sample. Mainly, she thought that complaints, not more technical assistance would be the best route for Rock Hill. She informed me that they were coming into Spartanburg County shortly thereafter and that she had set up a meeting in Dr. Bull's office with a few Spartanburg people to discuss the situation there. She would also visit some plants prior to the meeting and would visit others after their meeting. The Director was invited to be present at the meeting, expressed concern about the structure of the meeting(its place, the hand-picked Negro leaders) (I learned later that the list of invitees was subsequently changed in light of my concern, etc.) On December 12, 1967, I did attend the meeting. In addition to Mr. Boyte, Mrs. Cromartie and me, there were present:

Mrs. Rachel Dover, Route 3, Spartanburg, S. C., phone 596-0139 (jobseeker who was laid off from the Bower House where she was the only Negro);

Dr. Oliver of Oliver's Pharmacy, in his thirties, (reputedly has been under Bull's thumb but now moving out), S. Liberty Street, Spartanburg, S. C.

Mr. Whitmore Abrams, an undertaker at 124 Hampton Ave - phone 583-6450;

J. C. Bull, M. D. of S. Liberty Street, Spartanburg, S. C. (tended to dominate the meeting; appointee to State Mental Health Board; enjoys the old-styled Negro leader role; must be handled carefully). Office next door to Dr. Oliver's place.

Rev. Harold Cox, NAACP President, N. C. Pastor and Neighborhood Youth Corps worker who impresses me as a good men;

Mrs. Bly, a former textile worker in several plants who is now working in a hospital.

Some of the highlights of the meeting were as follows: Dr. Bull explained that the textile communities in the area are: Chesnee, Fingerville, Glendale, Cowpens, Clifton, Startex, Inman, Wofford Enoree and Woodruff. Boyte suggested that bus routes be checked where they are used to take workers to the plants but it was pointed out that except in Spartanburg there are no buses. Boyte suggested also that housing be checked by race and the participants said that Negroes tend to line in many of these communities. Boyte suggested that the possibility that they are mostly domestic workers for white homeowners should be checked out since this might affect their possibility of getting employed in the textile plants. Dr. Bull stated that Spartanburg is rerouting it s buses and that Pacific Mills and Lyman Mills appear to be pretty bad (these are on the OFCC list). Bull added that the employment office leaves much to be desired in that it gives Negroes the bad jobs; that the breakthrough must be in Negro upgrading; that recreation for Negroes is a serious problem and that the Chamber of Commerce is pretty good. He referred specifically to Mr. Tukey, the Chamber's Executive Secretary, with whom Dr. Bull stated he has good relationships. Dr. Oliver was inclined to disagree about the Chamber of Commerce since the Chamber has taken no affirmative action to get Negroesduring the course of its membership drives. Mr. Abrams referred to a case of a Negro female, an experienced presser, who went to Butte Mills and saw a Mr. Mon, the plant manager who died a few days ago and got the run-around. She had a broken wrist. The president of Butte is Mr. Tessler. Dr. Bull stated that Negroes do not get turned down if they are qualified. He added the exception that if a white applicant and a Negro applicant are both qualified, the white gets the job; he referred to tests which were required of Negro taxi drivers when they applied for bus driver jobs; he added that the Unions are segregated and referred specifically to a textile Union at Spartan Mills which, he hastened to add, is not the ladies Garment Workers Union. Dr. Oliver stated that the industry seems more willing to upgrade a Negro to position of supervisor than to take on a new Negro who has the necessary training and qualifications. Dr. Bull stated that Negroes tend to get lower salaries even when they are doing the higher jobs by simply denying them the classification for higher jobs. Mr. Abrams stated that most of the plants have some desegregation. Mr. Boyte suggested that complaints be filed on these kinds of matters, pointing out the possibilities with respect to Commissioner charges and the possibility of assistance from TEAM. Dr. Bull pointed that a Mr. Montgomery of Spartan Mills has met with Negroes in capacities other than as an employer and that he is a local man. Mrs. Bly said that she had worked at S & S and at Rayco. She had a back operation and asked for a machine job which was denied. She now works at a hospital in the lab as a technician. She stated that in the industry, Negro women tend to get the harder jobs with few wxceptions. Boyte also pointed out the possibility that Negroes may be placed on more difficult machines in the training program and might be shown how to operate it only once and then "permitted" to fail the training. Mrs. Bly stated that Negro women are turned down for age (over 35) and she thinks that whites are not, and that if whites get sick they get to keep their jobs. Dr. Bull stated that training at TEC is set up by the industry and their validation of tests should be

checked out. Dr. Oliver opined that textile industry is a materialistic industry which will stand or fall as a unit. Dr. Bull stated the the Sympathy Clubs are grassroots. Rev. Cox made impressive remarks along the lines of my remarks at PEJE on the subject, Where Do We Go From Here. He virtually repeated my remarks. He suggested that the grassroots must be involved and that we must get moving. I was delighted first at what was being said and, from my point of view, more importantly, who was saying it i.e., a local man and not me - all without prompting from me. I pursued the point a little and Rev. Cox agreed to call a small meeting for the purpose of planning a larger meeting for the purpose of forming an employment committee for Spartanburg County. He expressed the view that it should be bigger than and different from the NAACP of which he is President.

I consider Rev Cox's remarks and his resolve to be the most important thing that came out of the meeting. The next most important thing was that I was able to meet with these persons and form some impressions.

Rev. Cox did convene a planning meeting. He had hoped to have it before Christmas but was not able to do so because of the Christmas spirit. The meeting was set for Jan 2. He wrote letters to about 50 people and in addition called about 20. Approximately 15 of the 70 showed up. He was unhappy about that and I told him that was about normal. I think the meeting ~~was~~ fairly broadly representative. The following persons were present:

Rev. Harold J. Cox, presiding

Dr. J. C. Bull, 371 South Liberty St.,phone 583-6366

Edwin E. Oliver, 375 S. Liberty St., phone 582-2012, druggist

S. M. Washington, P. O. Box 173, Woodruff, S. C.,phone 476-8828, Voactional Agriculture Teacher, New Bethel High School

Miss Roberta Farr, 270 Northview St., Spartanburg, S. C. phone582-7857, Secretary at a funeral home

Miss Ritchie Porter, Rte, 3, Spartanburg

McDuffie Gilliam, 125 Law St., Woodruff, S. C. phone 476-2653, a machinist at Jefferson Mfg. Co.

Mrs. Charlie Mae Gilliam (same as Gilliam above) Program Clerk, Agricultural, Satbilization and Conservation Service

Jerry J. Wilson, 263 S. Liberty St. a high school dropout and disillusioned youngster

Jessie Harris, 363 N. Liberty St., 582-7912 - same

Willie A. Shippy, 249 Palisade St., Spartanburg, S. C. (no phone, no job) same

George B. Smith, 384 Hampton Lane, Spartanburg, S. C. phone 582-1136 - same invited to sit on the pre-planning Committee and agreed to do so.

Kimbrell Cox, 250 S. Harrison St., East Orange, N. J. a Job Corps person home from Camp Kilmer.

Jim Shores, Administrative Assistant, 7 Keys to Freedom, Inc., 180 Library St. phone 585-0636, home address 225 E. Hampton St. phone 583-4244 (Shores tended to dominate the meeting. He works closely with youngsters such as the young men who were at this meeting. And he talked extensively about his work, his record and his views. It developed that he has a prison record and has almost finished college. He seems to be thinking in the right direction although he needs some guidance. In his remarks, the Director pretty much summarized our literature briefly, urged them to go forward and get things moving and told them how TEAM would be willing to help. Rev. Cox designated specific people to do specific things. A Mrs. Washington and Gillian were to spread information in their areas about the coming mass meeting; Miss Farr was to do announcements and clerical work. Dr. Bull and Mr. Oliver were to meet with the Chamber of Commerce 10 'oclock on Friday pursuant to their invitation to discuss them matter concerning equal employment(learned later that the Chamber is about to survey the unemployed for the purpose of enticing more industry and wanted the Negroes' assistance). In addition, Dr. Bull was to arrange a time and place for the mass meeting, trying to have it set for Tuesday or Wednesday, if possible. On the matter of the contents of the mass meeting, Rev. Cox, Mr. Oliver and George Smith, the youngster, along with me were to prepare a draft program. The group decided to meet again on Tuesday, Jan 9 for finalizing plans for the massmeeting after which an employment committee was formed.

Due tpoinclement weather in the area the next planning meeting had to be postponed until January 19, 1968. The turnout, for a varietyo reasons, was not good but we proceeded nevertheless. The persons present were: Rev. Cox, Rev. C. M. Johnson (present for 10 or 15 minutes and had to leave for another meeting; Pastor of Majority Baptist Church); Rev. A. C. Jones (head of the Voter Education Program in the County); Mr. W. C. (Whitfield) Abrams, an undertaker, older man, member of OEO board); Rev. B. T. Sears (left after the first 20 minutes for another meeting); Charles Wilburn, Route 1, Spartanburg - phone 583-9770 works at Draper with Stevens and has information concerning pay differential by race at Draper Corp; John F. Stevens, Rte. 1, Roebuck, S. C. phone 583-3065 (works at Draper; shop steward for Union and member of its bargaining committee; long time complaint filer even before effective date of Title VII; possibly good for doing some field work for TEAM). The group decided on a Spartanburg County Mass Meeting on job opportunities and training for Tuesday, February 6 at 7:30 at the Silver Hill Methodist Church on North Converse St. in the Fellowship Room with the purpose of disseminating job information. It adopted a program which had previously been drafted by Rev. Cox, Dr. Bull and me. (Smith, the youngster was not present at that meeting. The program adopted is attached.

The intention here is that each of the panelists is given an opportunity to explain in two or three minutes what his program is all about and thereafter there will be a discussion among the panelists and between panelists and the chairman. The whole panel is planned for completion within not more than one hour. Stevens will give what amounts to an "up-and-at-'em" speech and wind up getting the names and addresses of persons willing to work in an equal employment committee which will meet at a later timefor that purpose. Pads will be circulated among the audience or they might be placed at the door for people to sign. Our expectation is that we should get at least fifty names probably at least that many at the first meeting but if the pattern is correct it will fall off to about twenty or twenty-five after the first meeting has eliminated the curious.

At this meeting I informed the persons present about the pending visit to the County by OFCC representatives and told them I had promised to help in any way I could and that one of the things they wanted was the names of knowledgeable people in the areas involved. For Clifton, South Carolina, the name I got was Rev. O. S. Jordan. In Cowpens, a Mr. Dudley who works for North Carolina Mutual in Spartanburg but who lives in Clifton. I also got the name of Oscar Black who lives in Lincoln Memorial Gardens which is out E. Main St. past the telephone building on the left and turning left to Lincoln Memorial Gardens then turn right at the church and the old school out to the next road and turn left. Black lives in the second house on the right - a brick house, and his brother who works in Clifton lives nearby.

I learned that Dan River has a Clifton plant #2 formerly known as Converse Plants, one of these plants is the oldest in the county but the participants were unable to say anything about the racial posture of these plants.

For Liberty (Pickens County) the only name I learned was Mr. and Mrs. Luther Johnson, Jr. who live in Liberty. M . Johnson is a school principal and the Johnson's reputedly "know everybody in town."

In subsequent discussions with Rev. Cox he suggested that John Stevens might be a good man for doing work for us. In addition he thought we might want to talk with a Rev. J. C. Gasque who is pastor of Greater Trinity A. M.E. Church in Spartanburg. Gasque is from Georgetown, South Carolina, has been in Spartanburg for three or four years has a B.A. from Allen is in his thirties does no work except pastoring. Pastors a church with an above-average socio-economic level and is husband of a secretary at OEO Information and Referral Center.

Conversation with Harry Boyte

After the meeting in Dr. Bull's office referred to earlier, Boyte and I arranged to have an extended lunch. I learned from him that he is being called a Technical Assistance Officer rather than Chief of Technical Assistance for some internal reasons; that his staff consists of Doris Cromartie who has spent some time in Rock Hill and in some cases re-visited plants and whose impression is that the York County situation does not look good. Boyte had a number of questions he wanted to ask me. It developed that he was in the process of writing a memorandum to Hollowell concerning relationship between TEAM and ATRO. He said he would reduce our conversation to writing and send me a copy (not received). The gist of our conversation for the record was as follows:

1. He wanted, and I gave him, copies of our POJT materials.

2. I told him our counties of primary interest are those listed in the POJT materials.

3. He will share their travel schedules with me regarding S. C. Textiles.

4. He will advise of companies which seem to offer possibilities.

5. I will share with him such community data as we develop.

6. He will share names, etc., of such useful community contacts as he encounters.

7. We will try to coordinate our travel schedules involving plant visits so that ATRO makes the first contacts with the Textile plants on their lists ,but he would not be concerned with the plants (over 200) which are not on their list.

8. TEAM will assist in pinpointing community people to meet with ATRO repre-

sentatives and provide background information as a prelude to ATRO 's plant visits.

I had met Boyte during my ATRO visit with Cramer. He is a former SCLC man, white, about middle fifties, committed, I believe, but more cautious with me than Cramer was. He seems to be feeling his way and tends to play his cards comparatively close to the chest. For example, he didn't know who was on TMAM's board, seemed rather unfamiliar with the North Carolina Good Neighbor Council's operation and, except for Greenwood which he has visited, seems to know relativelylittle about South Carolina and about the whole operation of TMAM. I filled him in. I also invited him to accompany me to a meeting in Greenwood County discussed below.

Greenwood County

Early in December, I received a call from Mr. Donald Robinson, a teacher and undertaker in Greenwood County, concerning the fact that the Hantex Rivera Co. had laid off some 250 employees, many of whom were Negroes; that the company apparently did not use seniority as the basis for these lay-offs; and that the company reasons for the lay-offs was, as stated by the local newspaper, that it had failed to get anticipated Government contracts. (See Greenwood Index, December 13, 1967). I invited Boyte to come along. The meeting was held on Tuesday Dec. 12, 1967 at the Tabernacle Baptist Church, Rev. D. L. McCain, Pastor. It was a meeting of the Greenwood County Civic Improvement League, Dr. Tompkins, Pres., Mrs. Duckett, Sec'y. The organization appears to be rather middle-class. There were about 30 people present and I got a few of their names. The laid-off employees didn't show up so it was not possible to talk to them. However, Robinson who has talked with them, expressed the belief that we probably could not make out a race case. In my remarks I talked about TMAM, summarized our literature, and gave out such copies that I had with me as well as my cards. It appears that the League is attempting to be the umbrella civil rights organization for the county and my impression is that they are not very effective in effecting change. There was some extended discussion about the fact that the city had skipped the Negro section of the downtown area in putting up Christmas decorations. The body decided that it was too late to pursue that and they would try to remember to remind the city about this next year. A Head Start representative, a Negro, appealed to the group to help him get applications form distributed to children who might be eligible for Head Start this summer, a program which the school system has disdained. Robinson suggested that a call be made to the Superintendent (8:00 P. M.) to get an explanation as to why the children could not take these forms home. The body decided that that would be inappropriate since it was after 5:00 oclock. The gentlefrom Head Start stated that they had aboyt 2 dats ti get the job done and they expected favorable treatment from the Government because Representative Dorn was the only S. C. Congressman who supported the Administration's poverty program, with the result that the Atlanta office is pushing applications in Dorn's district. The group decided that each of them would take a few of these forms classified by addresses and take the personal responsibility to have them signed.

An employee of Parke Davis, manufacturer of narrow fabrics for bandages, Christopher Lee, stated to me privately after the meeting that he thinks the bid system in Parke Davis is discriminatory. However, he was unable to provide pursuasive details. He did agree that we might meet with a number of employees of Parke Davis to discuss the matter further.

I intend to explore Greenwood County. I think probably Laurens County can be worked in conjunction with Greenwood, there are some ties between the two. They are geographically adjacent. Moving South,one goes from Spartanburg toGreenwood. In Laurens County there is a possibility of getting some staff assistance from a youn g man with whom I talked earlier.

There are some contrasts, particularly between Greenwood and Spartanburg. For example, in Spartanburg County there are 157,00 people, of whom 22% are Negroes but in Greenwood County there are only 44,000 people; however 30% of these are Negroes. In Spartanburg, textiles provide slightly over 60% of the manufacturing jobs. In Greenwood the figure is 75%. In Spartanburg 9% of the textile workers are Negroes but in Greenwood 14% of them are. There is not much difference in the median income for all families or for Negro families in these two counties. In both cases all families have and income above $4000 and Negro family income hovers around $2000. In terms of population changes, the best data we have, that for 1950 and 1960, indicates that Greenwood is numerically gaining whites much more rapidly than is Spartanburg but by percentage, the Negro population change is not significantly different. Probably the most significant contfact is in terms of the number of companies to be dealt with. Spartanburg County has 22 textile companies with more than 100 employees. They range from Shamrock Damask with about 100 employees to Spartan Mills with 4500 employees. In contrast, Greenwood has only 4 good-sized textile companiesas follows: Greenwood Mills 4500; Riegel Textile Corp. 2500; Chemstrand 2400 and Abney Mills 850. Finally, Spartanburg, unlike Greenwood, is constantly attracting new industries.

Other counties which seem to merit high priority are: Union and Chester to the East, Union because it adjoins Laurens and Spartanburg and Chester because it is 40% Negro. Also Anderson and Pickens to the West, Anderson because it's big on textiles and Pickens because it is rural and have few Negroes (10%). By that time we should have built up a sufficient backlog of experience to be ready for Greenville County, the Textile Center of the World.

Batesburg Visit (Lexington County)

On Saturday, Dec. 15, 1967, I met with Mrs. Florence Williams and Mrs. Mamie Chatman of Batesburg concerning a possible complaint. The background is that in November they had complained to Mr. Paul Webber of the OEO Office who referred them to Project Assist (Elliott Franklin) who referred the matter to me. It developed from my discussion with these ladies that the civil rights situation in Batesburg and in Lexington and in that county is pretty bad. (See USCCR's transcript of SACmeeting last year.) It did not appear, however that they could make out a case of race discrimination with the necessary specifics. The closest we got was that during December 1966 one of these women applied for a job at a local textile mill and was told that there were no openings. She believes that white persons were subsequently hired. Even if such a case could be proven, it is too stale to meet the 90-day rule. I suggested that they might wish to try again ad have others try and if they run into race discrimination let me know and I would look into the situation and assist in filing a complaint. I am mindful however that Lexington County is not on TEAM's list of high priorities. These women said they would try again and see what happened and they would advise me. I have not heard from them further.

Applicants

During November, the Director advertised for a secretary and received forms from 22 applicants, of whom three were white women, one was Negro male and 18 were Negro females. We selected Mrs. Vivian S. Thomspon, 114 Bolt St., Greenville, S. C. and she agreed to begin work on Monday, Dec. 4, 1967, at a rate of pay of $150.00 every two weeks. Mrs. Thompson has worked as a secretary at the Pentagon for some nine years, was graduated from Morris College, Sumter, S. C., is a former teacher in the Greenville County School system and has most recently worked for medicare in Atlanta, Ga. in a non-secretarial position.

Department of Justice

FOR IMMEDIATE RELEASE
WEDNESDAY, FEBRUARY 7, 1968

The Department of Justice filed civil suits today charging two labor unions--one in Los Angeles and the other in Indianapolis--with employment discrimination against Negroes.

Attorney General Ramsey Clark said each suit alleges violations of the employment provisions of the 1964 Civil Rights Act and seeks a court order requiring compliance.

Defendants were Steamfitters Local 250, with headquarters in Los Angeles and nearby Gardena, California, and Plumbing and Pipe Fitting Local 73 of Indianapolis. Also named a defendant in each case was the apprenticeship committee operated jointly by the union and contractors.

Both unions discriminate unlawfully in membership practices and in employment referrals, the Department of Justice asserted.

There are no Negroes among the 3,000 members of the Steamfitting and Industrial Pipefitting Division of the Steamfitters union or the 400 members of the Plumbing and Pipe Fitting union, the Department alleged, and neither has Negro apprentices.

Each union controls a substantial portion of the employment opportunities in its geographical and occupational area, the Department asserted.

The suits were brought in United States District Courts in Los Angeles and Indianapolis.

They brought to 14 the number of employment cases filed by the Department under the 1964 Civil Rights Act. Twelve have been filed within the last 12 months.

Textile L s Say: Greenville Indep Journ 2/ — /68, p. —

39b

file Press Note to Sp'g.

'To Get Management Position Negro Needs More Education'

COLUMBIA — State textile executives say there are few Negroes in management positions in South Carolina industry because they lack the skill and education.

A report in the Daily News Record, a national textile publication, quotes a Greenwood area executive as saying "better education and work experience will remedy the situation. But it will take time. Lots of time."

The executive says the Negro is doing nothing to take advantage of the opportunities available.

Educators back up this widely held opinion.

Harry Boyte of the Atlanta office of the U.S. Equal Employment Opportunity Commission says the opportunity is available out of necessity.

Boyte said at a recent meeting of TEAM (Textiles: Employment and Advancement for Minorities), an organization formed in Spartanburg last year by six private agencies, that mills face a manpower shortage.

Because of the shortage textile firms in South Carolina have begun hiring more Negroes.

Dr. Benjamin Glover, a Negro educational consultant to the S.C. State Technical Education Committee, said there's so longer any reason for any person to remain unemployed and unskilled because of lack of training.

"The problem is the lack of motivation on the part of Negroes," Dr. Glover asserts. But he said mills were interested in skilled workers.

Dr. Glover cited the case of a Negro youth studying drafting at the Greenwood Technical Education Center who already has been offered a job by Greenwood Mills which also is paying his expenses at the center.

Throughout South Carolina, mill executives privately admit that the prerequisites for entry into middle management are in most cases a college education combined with work experience.

Officials at Clemson University's School of Industrial, Management & Textile Science can tell only of one success story. A Negro with outstanding talent has shown some interest in Burlington Industries, Inc.'s training program.

Educators agree that the unfortunate aspect of the situation is that the Negro lacks the basic education for advanced education, which in turn is required for professional advancement.

"Two changes have to occur before the Negro can gain management status. He has to educate himself and non - Negro workers have to accept the fact that he is worthy of the management slot," observed one executive.

Ben Sands, manager of the civil rights administration for Celanese, points a finger at the old tradition in Southern industry that whites held certain jobs and Negroes certain jobs.

"Just how high can a janitor go?" he asked. "What we're doing now is to place Negroes in jobs that do lead to progression."

Mordecai C. Johnson, a Negro attorney who serves as TEAM's director, says the mills must seek out the potential Negro employe and train him.

"Less than 2 per cent of the office and clerical workers in our state's textile industry are Negroes," Johnson said. "In the whole state of South Carolina, there's not one token Negro in a professional or sales job in textiles."

Johnson believes there hasn't been the kind of outreach needed to close the gap.

"Mills have taken down their Negro - white signs. But they aren't trying.

Coin Show Set For Greenville

GREENVILLE — The Eighth Annual Coin Show will be held Feb. 23-25 at Memorial Auditorium in Greenville.

Sponsored by the Greenville Coin Club, the show will fea-

Comsat Hitting

2-9-67

for a murder in a cryptic conversation with an old friend . . .

Spartanburg Herald

Mass Negro Meeting Set

SPARTANBURG (AP) — A mass meeting will be held Tuesday to give Negroes in Spartanburg County information on job and training opportunities available in the area.

Mordecai C. Johnson, director of TEAM (Textiles, Employment and Advancement for Minorities) announced Friday that the meeting is set for 7:30 p.m. at Silver Hill Methodist Church.

"The purpose of the meeting is to give the people who need it information on the job opportunities available now which should be taken advantage of," Johnson said.

A panel of specialists will be on hand to discuss their programs — including representatives from the Greater Spartanburg Chamber of Commerce, the Tri-County Economic Opportunity Program, the State Employment Service, Youth Opportunity and TEAM.

Highlights On

WRSC-TV

Feb 7, 168

39c

Better Training, Motivation Cited As Negro Needs

By BILL STORR
Herald Staff Writer

A need for more and better training, a strong motivation for improvement and the willingness to work for it were emphasized by both Negro and white panelists at a discussion meeting on job and training availabilities in Spartanburg County Tuesday night.

However, the more than 100 Negroes who crowded the sanctuary at Silver Hill Methodist Church on N. Converse Street where the meeting was held indicated they were more concerned with their immediate economic need, rather than a long-range program of improvement.

A roar of approval greeted a statement by Mordecai C. Johnson, of Greenville, director of TEAM (Textiles: Employment and Advancement for Minorities,) which sponsored the meeting, who said they were interesting, who said they were interested in job development and helping the local Negro to move into better paying white-collar jobs, but that this was not the primary concern.

"We've got to get to the nitty-gritty of the problem," Johnson said, "and that is how to get food on the table and money in the pocket."

Johnson said he hoped it would be possible to improve the Negro's position in all industries, but that emphasis would be put on textiles since there are more plants dealing with the textile industry in Spartanburg County than in any other county in the state.

"The Negroes, with 22 per cent of the population, have only nine per cent of the textile jobs, and Negro women have only three per cent of the jobs held by women," the panelist pointed out.

Jim Shores, of the Information and Referral Services, warned the audience that if they "want to achieve, they must be willing to sacrifice."

"We can't look for handouts," Shores stated. "We don't owe ourselves a thing, but we do owe our children a future."

"We must also look to those people who want to help a human being, who stand for human dignity," he said.

The Negro audience was urged to register to vote, and was told that committees to work for Negro voter registration would be appointed at a second meeting to be held on Feb. 12.

Also taking part in the discussion were Donald Huntington, Greater Spartanburg Chamber

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WATCH

Clothing Makers Have Designs on Fall Collections

NEW YORK. — Clothing manufacturers have taken a hard, aggressive stance on the subject of designers.

With their own staff designers tilting sewing needles with the independent designers, clothing executives are completely unscathed and actually beginning to turn the entire subject toward constructive goals.

Isidore M. Cohen, president of Joseph H. Cohen, writes DNR that "we have produced the designer collection by our own designer — Paul Bellino — after his having made two trips to Europe to pick up what we thought would be the gems of inspiration and adapt them to the needs of America."

Cohen speaks with an eye on the bottom line of the P&L statement. So does Andre Courreges, when he says of American men's wear manufacturers: "The production is better, the workmanship is better, the methods of control are excellent, the technology is most advanced. The quality of the entire operation excels and there is no comparison."

So does Lester Frankenstein, president of Michaels Stern, who gives his full blessing to the collection of staff designer Gordon Cohen. And this list can go on to include H. Freeman and the Mongelli collection, Saks Fifth Avenue and its Verdi group, as well as many others.

The American clothing manufacturer is first and foremost a businessman. He's probably the best in the world, although he didn't help his position with the adamant and

See WATCH, P. 21 ,Sec. 1

1967 Imports Of Apparel Climb 13%

WASHINGTON. — Apparel imports in 1967 rose 13 per cent, to 877 million square yards equivalent, the American Apparel Manufacturers Association reported Thursday.

All of the 1967 increase in apparel imports came in man-made fibers, which rose 49 per cent.

Cotton apparel imports declined 2 per cent last year, but AAMA said there was a "significant increase in cotton apparel imports during the fourth quarter."

Wool apparel imports during 1967 dropped 6 per cent from the 1966 total.

Total textile and apparel product imports declined 8 per cent in 1967, to 2,569

See 1967 IMPORTS, P. 21 Sec 1

Red Smith: A Benvenuti Workout, P. 21

Negro Not Advancing To Mill Middle Posts

It's simple arithmetic.

The numbers of Negroes employed by Southern textile mills add up to zero when it comes to selecting middle management personnel.

Mill executives — with a few exceptions — says there aren't any Negro workers who are qualified to advance. They lack the skill and the education.

Most feel it's up to the Negro to prepare himself for advancement. A few companies, notably ones whose corporate decisions are made north of the Mason-Dixon line, have set up programs designed to hasten the Negro's progress from the broom to the desk. But even these have yet to bear fruit.

"Better education and work experience will remedy the situation. But it will take time. Lots of time," says the vice-president for personnel at a major operation in the Greenwood, S. C., area.

The opportunity is there, he feels — at all levels. But the Negro is doing nothing to avail himself of it.

This is the view that is widely shared, not only among mill executives but by educators.

The opportunity is there by necessity, says Harry Boyte of the Atlanta office of the U. S. Equal Employment Opportunity Commission.

Speaking at a recent meeting of TEAM (Textiles: Employment & Advancement for Minorities), an organization formed in Spartanburg, S. C. last year by six private

See MILL, Page 23, Sec. 1

Mill Negroes Not Advancing

Continued from Page 1, This Sect.

agencies, Mr. Boyte said that "mills face a manpower shortage. In view of that fact — not because of any morality but because of pure economics — we have found favorable reaction to employment of Negroes."

At the same meeting, Dr. Benjamin Glover, a Negro educational consultant to the State Technical Education Committee said there's no longer any reason for any person to remain unemployed and unskilled because of lack of training.

"The problem is lack of motivation on the part of Negroes," Dr. Glover asserts. But he said mills were interested in skilled workers.

He cited the case of a Negro youth studying drafting at the Greenwood Technical Education Center who already has been offered a job by Greenwood Mills which also is paying his expenses at the center.

Throughout the tri-State textile heartland—Georgia, North and South Carolina—mill executives privately admit that the prerequisites for entry into middle management are in most cases a college education combined with work experience.

Officials at Clemson University's School of Industrial Management & Textile Science can tell of only one success story. A Negro with outstanding talent has shown some interest in Burlington Industries, Inc.'s training program. But that's it. He's the only case to which they can attest.

Georgia Tech has a token number of Negro students in its engineering programs, but none are taking textile courses. The situation is the same at Alabama's Auburn University.

"Let's face it," says one educator, "engineering is pretty rough and the average Southern Negro is not prepared to tackle it."

This is the unfortunate aspect of the whole situation. The Negro lacks the basic education required for advanced education, which in turn is required for professional advancement.

"Their general educational level at present precludes their advancing much beyond the fixer category."

North Carolina mill men report Negroes are performing many semi-skilled tasks; weaver, spinner, doffer, cloth inspector, electrician, machinist. But the breakthrough to better pay and more responsibility has not been accomplished.

Some insist, however, that progress is being made in the right direction. The Negro is now integrated into the products operation of the industry. This is the first, but necessary step.

North Carolina executives—like their counterparts elsewhere—don't like discussing the subject, even "off the record."

"Like it or not," says one mill owner. "Our mill employes grew up before civil rights legislation was enacted. Their thinking is geared to another era.

"Two changes have to occur before the Negro can gain management status. He has to educate himself and non-Negro workers have to accept the fact that he is worthy of the management slot."

On the other hand, mill men will admit that wherever job integration of any kind has been efefcted, there's been no trouble.

To insure civil rights law are obeyed in spirit as well as word, Celanese Corp. has set up a civil rights division at the corporate level.

The program has not resulted in placing Negroes at the middle management level, "but we're moving farther along in this direction than we were last year or even six months ago," says Ben Sands, manager of civil rights administration for Celanese.

"One basic thing—and this was an old tradition in the Southern textile industry—was the idea tht whites held certain jobs and Negroes certain jobs.

"What it amounted to was that Negro jobs were menial and didn't lead to advancement. Just how high can a janitor go?

"What we're doing now is to place Negroes in jobs that do lead to progression. A worker might start as an hourly operator and then advance to foreman.

But Sands points out the firm also has had "to convince Negroes, they could get jobs—good jobs—if they met the qualifications."

At North Carolina State University's Textile School, steps are being taken to improve Negro secondary school preparation.

"But I'd rather not discuss these at present," says Dr. D. W. Chaney, dean of the Textile School. The school has had two Negro students in its entire history. One a drop-out "because of academic difficulties; the other is still an undergraduate.

"A large percentage do not qualify," says Dr. Chaney. "Academically; they couldn't pass the work. But many of these could receive proper counseling and remedial courses and then pass the work."

But to all of this, the more militant of Southern civil rights workers say, "It's not enough."

Mordecai C. Johnson, a Negro attorney who serves as TEAM's director, says, "Mills have the money and the resources to seek out the potential Negro employe and train him. Let's not talk about qualifications testing, adaptability, dexterity."

There are 53 textile plants in Spartanburg County. Negroes account for 22 per cent of the population, but only 9 per cent of the textile employment force, says Mr. Johnson. "How can a Negro get around to all these plants to look for work, when he doesn't have a car, or even carfare."

"Less than 2 per cent of the office and clerical workers in our State's textile industry are Negroes. In the whole State of South Carolina, there's not one token Negro in a professional or sales job in textiles."

"My own over-all impression is that there hasn't been the kind of outreach needed to close the gap. Mills have taken down their Negro-white signs. But they aren't trying. They must go out and recruit the Negro."

To Mr. Johnson, TEAM's main concern still is the blue collar job. "Jobs now and food on the table now."

Du Pont Hikes Nylon Hose Yarn Prices

WILMINGTON.—Du Pont increased domestic prices Thursday for some nylon hosiery yarns and 15-denier monofilament yarns for tricot, effective April 1.

The increase is 15 cents a pound for 15-denier monofilament and seven cents a pound for 30-, 40- and 50-denier welt yarns. The changes effect yarns in these counts sold for further processing as well as those going directly to the hosiery trade.

Prices for other nylon yarns, including Cantrece yarn, remain unchanged.

The most recent advance by Du Pont on nylon yarns follows a move by Monsanto Co.'s Textiles Division last Friday. The Monsanto increase of 15 cents on 15-denier monofilament yarn and 7 cents for 30-, 40- and 50-denier hosiery welt yarns was effective with March orders.

AKU's Net Down 31.1%

NEW YORK. — Algemene Kunstzijde Unie, N.V. (A.K.U.—

30 a week. And I

Department of Justice

FOR IMMEDIATE RELEASE
MONDAY, FEBRUARY 19, 1968

The Department of Justice filed a civil suit today charging an International Brotherhood of Electrical Workers (IBEW) union in Las Vegas with unlawful discrimination against Negroes.

Attorney General Ramsey Clark said the suit was filed in United States District Court in Las Vegas against Local 357 of the IBEW and the joint apprenticeship committee operated by the union and electrical contractors.

It was the 15th suit--the 13th in the past year--which the Department has brought under the equal employment section of the 1964 Civil Rights Act.

The Department alleged that Local 357 follows a "policy and practice of discriminating against Negroes, on account of their race, with respect to union membership and employment opportunities."

The union has some 1,500 members including about 550 in its construction unit, the suit said. It said the membership includes 30 Negroes, none in the construction unit.

Through its hiring hall, the Department asserted, the union controls a substantial portion of the employment opportunities for electrical construction workers in the Las Vegas area.

The apprenticeship committee was charged with following discriminatory admission practices. Of the approximately 50 persons selected by the committee for apprenticeship training during the past five years, all are white, the suit said.

The Department sought a court order barring racial discrimination by the defendants and requiring them to take reasonable steps to correct the effect of past discrimination.

March 4, 1968 Interview with A. (Al) F. Shorkey, Plant Mgr. and D.(Don) T. BeamanMgr. Of Ind. Relations Dow Badische Co. Anderson County Tape 1 pg. 1

Shorkey is short and seems to be in some respects a better man to talk to than Beaman, however Beaman has the specific kind of information that we need. For example there was one occasion where Beaman specifically declined to answer a question and Shorkey answered it. The Company's President is Terry T. Fowlion

This is a brand new plant. They are still building it. It is located on the outskirts of Anderson and the county is building a brand new road to run by it. The area is beginning to develop. The building is being built by Daniel Construction Co. and workers are all over the place. The Administration Building is of course complete. The interview began with these gentlemen rather cold with me and that is particularly true with Mr. Beamon. At one point I seriously considered just walking out and leaving and I think he read my mind and he thereafter softened up. He began by saying what he was not going to tell me (racial statistics and similar specifics and all the rest).

The company when fully operative will be making nylon and polyester fibers. They are now starting a part of their operation. They will sell fibers to the textile industry, however they do not consider themselves as a textile company. They do not have weaving and knitting jobs such as the old line textile and apparel companies. They opened on the site on Jan. 5, 1968.

The company is owned by Dow Chemical and the Badische Co., a German Co. This is their only S. C. plant bu they have other plants inVirginia and Texas. Beaman did tell me that they had been visited by EEOC but stated that he would give me no other information. Thereafter he stated that they will have about 1000 employees when they reach full production but he would not indicate the total number of employees that they now have or the rate at which they expect to be hiring. (The Industrial Directory list them as having 1000 employees. Presumably they set the figure as they expect it to be when they finish staffing up).

They are hiring people now if "qualified". By qualify they mean have a chemistry background or a background in man-made fibers such as having worked for ~~private~~ Fiber industries or Monsanto. In getting new employees they have worked with the State Technical Education Committee. (NOTE: SEE BEN GLOVER ABOUT THESE BOYS) TEC provides pre-employment training in Chemistry, Physics, Math, Fiber Technology and similar courses. These courses are being run now. To get into the TEC training or Center one must first be screened by Dow Badische. The training is offered at the Northside School in Anderson which is an old grade school in the Negro community which has been closed down. This is the only place that training is offered. About 50% of the Negroes who were invited by TEC (after screening by Dow Badische) have accepted. One training section started this morning(3/4/68) with 28 trainees of whom 7 are Negroes. They have had three previous groups. While there is not guarantee of a job, all of their successful trainees have in fact gotten jobs. ~~These~~ These gentlemen stated that the first step in their screening process is that the person must have submitted a completed application form. They gave me a copy. Shorkey was particularly concerned that Negroes did not complete the form. They stated that when they were hiring from a downtown temporary office ~~they went to application forms~~ any form which was not completed was immediately thrown out. They believed that anyone that didn't show enough interest to answer all of the questions should not be hired. In addition, if they were any dishonesties indicated on the form or indicated after checking, those applications were also thrown out, since they wanted honest people.

The application form has at the top, fairly conspiciously, "an Equal Opportunity Employer" which makes them as a government contractor. it is a 4 page affair. It calls for a person to indicate the type of work they are applying for and asks some rather nosey questions including some which indicate a persons race such as the names of the schools and the names, relationships and positions of relatives working for Dow Badische. Under over all information as questions such as: "have you ever been arrested, indicted, or convicted (traffic violations are included)? "Have you ever drawn workmen's compensation?" "Have you ever filed suit against any previous employer?" "Have you ever been discharged by any previous employer?" "Do you think you were fairly treated by your former employers" and so on. Immediately before the signature in small type is a statement to the effect that the applicant agrees that any false statement shall be construed as fraud against the company and shall be sufficient for permanent exclusion from the company and for dismissal.

If the applicant completes the application, the next step is testing. For this purpose the company uses the PSI test (Psychological Services Inc.) developed by that Co. which is located in Houston and who has been in this business since World War II. The basic test is what they call an intelligence test which is both verbal and non-verbal. They also use a "temperament survey" which is on tape and they also use a mechanical aptitude. These gentlemen stated that the failure rate on these tests is about 50% even though the intelligence test basically measures an 8th grade education. The failure rates by race were unavailable. Later these gentlemen stated that detailed information would have to be obtained from Houston since all of the test are sent to Houston for grading and evaluation, they referred me to Dr. William Ford of the PSI office in Houston. They also stated the person administering the test is "qualified" since all he has to do is read the instructions.

While this company formerly had a requirement that persons be high school graduates (and thus probably got more whites) they have dropped that requirement now and there is no grade requirement for employment, the only educational requirement is that you be able to pass the test.

Applicants should apply at the gate of the company. This company does not use State Employment Service for applicants.

There is no bus transportation here, since July 1966 they were in an office in the city of Anderson and they were there until March of this year. They began accepting applications as of Aug. 1966 and the building was started in Oct. 1966, since Mar. 1, they have been accepting applications at the gate. Over the long period that they have been accepting applications, their estimate is that about 10 or 20% of their applicants are Negroes. (No info on % employed)

The company also used the Wonderlic test when they first started out but they stopped using that thest because it was all verbal and substituted the PSI test which included a verbal and non-verbal portion(it is not clear in my mind whether these gentlemen were referring to a non-verbal reasoning test or a test which does not require verbosity in order to pass it, such as those which are on recordings). These gentlemen made it clear that they were not willing to enter into a cooperative arrangement with TEAM for TEAM to send applicants and to follow through on them periodically, however they said we should send applicants.

The Northside School has taken about 90 trainees and were using 3 instructors however at present they have only 1 instructor. These gentlemen referred me to Mr. Leroy Miller of the of the TEC office in Columbia for further information.

After one submits a completed application and also passes the test, the 3rd device used in screening is the interview. The applicant is interviewed by both the personnel office and the head of the office to which he would be assigned. Mr. Shorkey stated that different interviews differ in assessing people and that it is impossible to tell why

an interviewer recommends or does not recommend a person. In addition, they were unable to provide data on the number of people who passed the application and test requirements but who did not pass the interview requirements. And of course they couldn't provide that information by race; however in general, in general Mr. Shorkey suggested that it is important that the applicants be neatly dressed, answer questions directly and honestly and so on. There are no Negro interviewers although there is 1 Negro working in the personnel office in anither capacity.

There are openings for secretarial applicants.

In this company all employees are salaried with the result that salaried and white collar are not synonymous here .

Note: The Clemson Catalogue, 1967-68, P.65 shows that Dow Chemical Co. has a Scholarship Program at Clemson's Department of Chemical Engineering under which 2 freshmen are awarded $500 if Major in Chemical Engineering.

The employees are classified either as "exempt" ~~are~~ or "non-exempt". an exempt employee is one who is exempted from the overtime provisions of the Minimum wage law ~~divisions~~ generally speaking it includes the higher level employees and particular those with hireing and firing responsibilities ie supervisors. They stated that while they unable to give me job classifications and salaries that they were willing to categorically state that no employee of this company earns less than $300 per month. Thus all of their employees from the lowest on up are above the poverty level of $3000 per year. The pay varies upward each case is analyzed and a salary set on the basis on the applicants background, his test score and so on, so that theoretically it is possible that no two employees are making the identical same pay (this leaves room for all sorts of racial discrimination hanky panky. On the other hand given the right people ~~xx~~ administering it, it could be to advantage of Negroes. In this case I don't think the right ones are administering it) There are no Negroes in the exempt jobs. The gentlemen stated that they had recruited extensively but that the market for technical and professional people is very ~~xx~~ tight. They stated that they have "communicated" with North Carolina, South Carolina and Georgia Negro colleges through those colleges placements directors and that they are willing to go to those schools. They stated that the letters that they sent out were sent some six are eight weeks ago. They need laboratory and technical people badly. They also stated that they had a man at Morris College at a conference similar to our ~~Welford~~ Wofford college conference and that he was there recently. While he was there for the purpose of selling the company and not for getting specific applicants he was available for talking with specific students. His impression when returned was that none of the Morris college students were the kind of people that they wanted although there was a teacher at morris college that they like very much to hire. however, they will not make her an offer because they feel that she can be ~~xxxx~~

much more useful to Negroes by teaching at Morris than by working for Dow Badische. Besides, she probably wouldn't leave Morris anyway. He declined to give me her name.

This company operates (or will operate) on a rotating shift basis with The Shifts breaking at 12:00 , 8:00, and 4:00 and with persons rotating from one shift to another every week. They stated that their employees seem to like this.

When the company first came to Anderson it had a dinner at which it invited Negro leaders for the purpose of getting ~~Mexxxx~~ Negro applicants. They were referred to these Negro leaders by Allen Gibbs of EEOC. Some of the persons ~~xxxx~~ who were present according to this gentlemen's recollection are as follows: Rev. J. O. Rich, NAACP president; Mr. Lowdsen (?); Mr. Flack the Negro business man, Patrick Flack, Mr. Gresham an undertaker, Rev. J. C. Williams, Rev. Percy Carter, Mr. Marvin Manson, Mr. Anderson Thompson, Mr. Ronnie Abrams.

About 50 per cent of the jobs in this company could be done by females. In Williamsburg Virginia they have an 80 per cent female operation and most of these are Negroes. These gentlemen stated that they WANT NEGRO FEMALE APPLICANTS.

The production jobs are all operators of various sorts but the company requires that employees be flexibleand broad since this also good for the company for example a maintenance man, and a mechanics and maintenance specialist might do electrician work one day and pipe fitting another day and so on. For these kinds of jobs they perfer to hire experience ~~people~~ people (which probably would mean no Negroes) At this point Mr. Shorkey ~~xxxxxxxxxxxxxxxxxxxxxxxxxxxxxx~~ decided to answer ~~many~~ my question about specific jobs even though Mr. Beaman had declined to do so. He ~~xxxx~~ stated that some specific jobs arewarters, ~~creerer~~ creearer, chalk twisters, take up machines, chemical operators, panel podes packing, inspecting, lab technician warehouse, fork lifting

truck, utility operator, such as persons operating compressors, boliers, waste disposals and pumps. They run a OJT program for operators.

These gentlemen stated that persons are not hired for specific jobs and they don't apply for specific jobs(but compare the application form upper right hand corner).

They have openings all over the plant right now and they will be hiring until they complete their 1000 employees which they expect to take place around the summer of 1969 depending upon some variables.

Possibally they may set up some classes after hours and use programed instructions to provide the kind of flexibility that the company wants.

When the company came they brought their top people from other areas and they hired local people for their Second echelon top Jobs. No Negroes were available for these jobs - the Second echelon top jobs.

DOW BADISCHE SHOULD BE GIVEN HIGH PROIRTY FOR QUALITY JOBS ALTHOUGH IT PROBABLY WON'T PRODUCE MUCH IN THE WAY OF THE NEGRO HIGH SCHOOL DROP OUT AND THE GRASS ROOTS TYPE. IT IS ALSO PROBABLY NECESSARY TO FILE ONE OR TWO COMPLAINTS AGAINST THEM JUST TO LET THEM KNOW THAT WE MEAN BUSINESS.

Mr. Shorkey and Mr. Beamer

Mr. Shorkey and Mr. Beamer gave me the copy of the application form used by Dow Badische. It includes a conspicuous note at the top that it is an equal opportunity employerand it also has a space for "type of work applying for." The form is pretty extensive covering 4 pages. While it does not ask for race, the information it calls for is sufficient to determine a persons race such as his address, schools attended, relatives working for the company and so on, it includes a question concerning arrests, indictments and convictions, suits filed against previous employers, 4 references and a statement in small print immediately before the signature line whereby the applicant agrees that falsification in the application is fraud against the company and ground for company exclusion.

These gentlemen also gave me a booklet which they stated is used for higher level recruitment. The booklet states that the comapny's corporate headquarters is near Williamsburg, Va. with 4 installations there. They have fibers marketing offices in the Empire State Bldg. in N. Y. as well as a _____ operation at Freeport, Texas and the Anderson setup ___ which started production in 1968 They also have sales and distribution that works ____ Europe and other parts of the world. The company started in 1966, it began/when 1958 Dow Badische Chemical Co. was formed to produce chemicals and in 1966 it purchased Dow's fiber business and dropped the word Chemical from its name.

Under the heading - What We Do it is stated that the company works with petroleum and natural gas ___ and water to produce fibers and chemicals . In manufacturing fibers the basic process is the exclusion of polymer solutions through spinnerettes and ~~painting~~ thousands of tiny precise openings to form strands of fibers, these filaments ~~xxxxx~~ are later converted at the customers mills into yarns for carpering and fabrics. The company produces nylon _6_ and polyester fiber. Nylon 6 is used as a plastic in truck and aircraft fuel tanks and self-lubricating bearings for appliances, gym sets and the like. The indications thus are that Dow Badische is a government contractor

for this fiber.

Under Chemicals, it is stated thatthe chemical operations are mainly ~~under the~~ in Freeport, manufacturing is done mainly by chemical engineers with marketing from Williamsburg and salemen serving local makkets throughout the country from offices in N. Y, Chicago and Williamsburg.

Under "Fiber's Research and Development" it is stated that this work is done mainly at the Fiber's Researcha and Development Center in Williamsburg" for this work the company needs chemist - polymer physical organic textiles ;physicist; engineers - chemical textile mechanical and specialist in other disciplines""

Under fiber's market , development and technical service it is stated that this work is done by experienced, knowledgeable textiles engineers and chemists with strong business orientation.

Under "fiber's manufacturing" it is stated that this work is done by chemical engineers, mechanical engineers, electrical engineers and chemists. Under fiber's engineering and construction it is stated that chemical , electrical and mechanical engineers make up the teams here.

Under "fiber's marketing" no specific qualifications are set forth except that these persons " are highly professional." They work out of headquarters in the Empire State Bldg., following up on them, surveying new customer wnats relating them to mill requirements and apparels ____furnishing and industrial uses.

None of the pictures in this book show Negroesand the booklet is replete with euphonisms. For example, selling is "marketing" ; losing money is called "no return of economic results."

I THINK THERE ARE REAL POSSIBLITIES HERE AT LEAST FOR HIGHER LEVEL _____JOBS. THIS CO. SHOULD BE WORKED WITH CLOSELY ON A HIGH PRIORITY BASIS.

Inside TEAM (30)

Minutes of TEAM Board Meeting March 8, 1968
Greenville, S. C.

Present:

Miss Jean Fairfax, Presiding
Courtney Siceloff
James Wood
Richard Lyles (Arrived late, due to flight difficulties)
Mordecai C. Johnson, Recording

The agenda agreed upon was as follows:

1. Project Director's Report

2. Community Aides and Training

3. Spartanburg Progress

4. Grant Proposal, labor money and finance for community workers

5. Tests

6. Federal Agency visits

7. Conversation between Miss Fairfax and George Butler including possibility of a meeting for a six month's review.

1. The Project Director's report covered most of these items and there was also additional discussion on them. The Project Director reported that he had contacted dozens of plants by letter and made some visits to plants, training institutions and community people in 6 counties as follows:

A. Laurens County. Two plant visits scheduled and completed. Prospects good.

1. Clinton Mills Negroes were 47% of New Hires in 1967, all less than skilled.

2. C. W. Anderson Hosiery Co. 40% Negro, mainly women. Hires daily wants "people who want to work." Has problem of holding power.

Community work: - - Possible
1. Oliver Shaw
2. Person to be suggested by Dr. J. T. W. Mims, NAACP President(who attended dinner with TEAM and offered all assistance.

B. Anderson County. Five plant visits, letters, three refusals, two seen - Prospects: Good to Fair.

1. Dow-Badische. New, still staffing up, still building. Requires completed application, passage of tests, interviewer's judgement and training course conducted at Northside Elementary School in Negro area in Chemistry, Physics, Math, and Fiber Technology. Good pay ("nobody makes under $300 a month"), high failure rates on test (estimated 50% some tests), has dropped high school diploma requirement, had dropped Wonderlic because its verbal only and uses a verbal and non-verbal test - - in addition to a mechanical aptitude test and a "temprament survey," has secretarial and white collar openings and an Educational referred program. Unwilling to cooperate with TEAM as such but will consider any applicant sent.

2. Lowenstein. Discussion was at corporate level - decent and pleasant but not much specifics. Company is big in this and other counties and should be dealt with. Corporation is one of few in State with MDTA-OJT Program and using SES for referrals.

Possible community workers: to be checked out.

C. York County. EEOC did pretty good community work here. NAACP uses "key men" from churches. Its area Vice-President lives here.
Plant visits: 9 written, 1 seen.

1. Spring Mills. Corporate D/Pers seen for brief, but cordial interview, but with no specific commitments. Company is big with 19 plants and 18,000 employees in the Carolinas. 13 S. C. plants. Building a new plant in Chester County, financed with county bonds which will employ 500.

Training: TEC is receptive, scared of us and cooperative. Has all-white board and staff, and few(about 10%) Negro students. Has courses in Weaving and Loom-fixing, Supervisory training and Pre-technical training for those who can't pass admittance test. Has financial aid program. Wants TEAM's assistance to get more Negores. Will add courses as need is shown.

Possible staffers: Rev. Omega F. Newman,(NAACP man) - Mr Thomas Murdock

D. Greenwood County. NAACP Chapter recently organized (Feb 1968). Unknown quantity, Dentist is President. Probably could be persuaded to take textile employment as first major project.

Plant visits: 6 scheduled, 5 seen, 1 declined.
All were vague and non-committal, possibly because of Labor's involvement in TEAM. Prospects (ranked): Good to questionable.

1. Monsanto. Staffing up at rate of 30 per week until about mid April and thereafter 50 a month. (Miss Fairfax suggested we refer by mail now). Requires passing Wonderlic test. Community contacts indicate that discrimination is in promotions (no Negroes above level 8 even with H. S. diploma and seniority). Company also wants 8 or 10 warehousemen (a Negro job) and is willing to break white collar color line with a Negro Nurse.

2. Greenwood Mills. Strongely anti-Union. Checked me out locally before interview. Big, this locality (here and Laurens County), family owned. Officials highly involved (a Vice-President on Bank's board, one on TEC board, President owns local discriminatory hospital (Self Memorial) which refused Federal funds to avoid T. Vi, CRA and has given it to county which will use local public money for expansion, on Human Relations Committee, etc. Cordial but firmly non-committal and non-specific. Reputedly losing employees. Must be broken, if only because it's big and a leader in local industry and otherwise.

3. Parke-Davis. New and advanced. Cordial but non-committal. Uses Wonderlic test. Hiring about 12 per month via turnover.

4. Abney Mills. Corporate Headquarters here. Also big in Anderson County where reputedly bad. Bid - cordial but non-specific and non-committal, Vice-President fairly progressive. Corporate D/Pers conservative.

5. Riegel. Cordial but non-specific and non-committal. Corporate D/Ind. Rel. and D/Pers. seen. Located in cormer of county and draws employees from Greenwood, Abbeville, McCormick and Saluda Counties.

Training: TEC Director is retired Gen. Mgr. at Monsanto. All white board and staff and, though door open, few Negro students. Has pre-TEC training in basic literacy (50% Negro) and will consider adding test-taking training. Has no specific textile courses. Relatively new and hasn't proven itself to the industry.

Possible staffers: Rev. M. B. Norman (apparently good man but limited time) Rev. E. L. Cain.

E. Spartanburg County. Mass Meeting held (see below) and thereafter a "Task Force" organized and meeting. Director and Shores reporting on plant visits and referrals. Actual placements inadequate. One Negro secretary placed at Reeves Brothers but most Negro women can't get hired. Several complaints filed. Task Force believes industry "freezing up" on actual cooperation with TEAM while talking a fairly good game.

Plant visits: Seven scheduled and completed by Director. Shores had done a few others. Possibilities (based on interviews only) Good to Poor.

1. Reeves Brothers - Big in County. 5 of its 8 S. C. plants are here. Corporate D/Pers. very cooperative. Showed figures on employment by race, each plant, wants to work with TEAM, hired secretary referred, will require and share monthly reports from plant personnel men on hirings by race, wants Negro women in 2 plants has scholarship program. Will consider financing a poor but bright Negro in Textile engineering.

2. Hercules. Visited by Shores. Seems cooperative but has high requirements.

3. Hystron. Cooperative - small (100 employees). Has possibilities for a few high quality jobs, but has high requirements (H. S. diploma, pass test, scientific potential, experienced preferred, clean arrest records, credit and work history, etc. Good pay. Will consider hiring local Negro teachers or college student for summer. Director sent them a confirming letter, including list of Negro colleges in state including placement officers, list of local Negro college students and list of Task Force officers.

4. Mayfair Mills. Interview with company President et al, brief, cordial, non-specific and non-committal. Company President is AMTI President (now deposed) who drops EEOC Commissioner Jackson's names at appropriate intervals. D/Pers speaking at local Negro H. S. Company says it wants "good stable workers who will stay." Per Shores, has subsequently rejected several Negro women referred on ground it has no openings. (Miss Fairfax suggested we write Commissioner Jackson about Mayfair and its President, Mr. Dent.)

Possible Staffers: Several names collected but best prospect is James Shores, who works with the Information and Referral Service and could weave into our work with his job. (Miss Fairfax suggested we arrange to give him an honorarium at the end of the project to avoid a dual compensation problem.)

F. Abbeville County. NAACP just organized (Dec. '67) and President eager to "get going." Has an employment project directed at supermarkets, etc. Willing to tke on textiles as first majot project. County shaken by disturbance in December 1967.

Plant visits: 5 scheduled, 4 seen, 1 missed appointment.

1. Bigelow-Sanford. Cooperative, hires about 15 per month, draws also from Anderson County, willing to work closely with TEAM.

2. Abney Mills. Physically in Greenwood County (see above) but draws also from Abbeville County. Needs a push.

3. Huggins Garment. Mainly female, expects to hire 8-12 per month beginning in April. Has training program, willing to cooperate with TEAM to hire nearby Negroes.

Possible Staffers: Willie Cameron, NAACP President - Lucius Waller, youngster, Monsanto employee (Greenwood County)

2. The Project Director reported that as a result of preparation by the Director along with a few Spartanburg people, there were approximately 400 or 500 people at the Spartanburg County Mass Meeting on Jobs and Training on Feb. 6, 1968 at the Silver Hill Methodist Church in Spartanburg. Publicity was given by hand bills, announce ents to churches, appearance of the Project Director on TV, etc. The Director prepared a small Hard Facts booklet based on our larger Hard Facts which stated the facts limited to Spartanburg County. (A booklet was sent to each board member). Panelists included Dr. Benjamin Glover of the State TEC Office, Mr. Marion Greenway of the local State Employment Service, Harry Boyte of EEOC, two persons from the Spartanburg County Inofrmation and Referral Service, Mr. Donald Huntington of the Chamber of Commerce and the Director. Dr. J. C. Bull presided and Rev. Harold J. Cox, NAACP President made brief remarks. Huntington spoke primarily of the Chamber's unemployment and underemployment survey being conducted. The question and answer session was animated. Mostly the questions were directed at the State Employment Service and at the Chamber of Commerce representative. They were critical. John Stevens. John Stevens wrapped it up with his remarks on the subject, "Where Do We Go from Here." There was extensive press coverage, both in the Spartanburg newspaper, the Daily Record. A Record reporter interviewed the Project Director thereafter. Most of the 400 or 500 people present (the newspapers said, "more than 100") did not register.

Analysis of Registrants showed that 62 registered, 19 males and 44 females. Fifty-nine expressed willingness to work on an action committee. Their ages ranged fro 18 to 68 .

Twenty-seven of them had a high school diplona or better. Sixteen were presently employed, 13 underemployed (employed part-time and want a full time textile job or working full time at less than $3000 per year ($60 per week or $1.50 per hour), and 35 unemployed. Twenty indicated that they were looking for a job and 6 indicated that they felt that they had been discriminated against by an employer or employment agency within the past three months. (They were given complaint forms and 2 used them. One week later an organizational meeting was held for the purpose of organizing an employment group. A group was organized and called itself the Spartanburg County Task Force on Jobs and Training, the officers elected were: Dr. Edwin Oliver, a pharmacist, President, John F. Stevens, Vice-President, a secretary and several committees were appointed, including a committee on industry and the Chamber of Commerce headed by Dr. J. C. Bull, A Grievance Committee headed by Rev. Cox, a Transportation Committee and a Publicity Committee. At the organizational meeting a numbwr of youngsters from Orangeburg were present who also explained what happened there and solicited support for the students. Thereafter the Director visited a mumber of plants in Spartanburg County and for a half day was accompanied by James Shores of the OEO - funded, Information and Referral Service. He handled himself well and he would be a good man for Staff work, if the arrangements can be worked out to get around dual compensation restrictions. The kind of work he would be doing for TEAM is essentially

what he is paid to do for Information and Referral. Miss Fairfax suggested that we might arrange for a honorarium for Shores at the end of the project or arrange for him to work outside of Spartanburg. During the next 2 weeks 2 meetings were held at which very few persons were present. At the first meeting, the Project Director and Shores reported on the 8 plants visits and assisted in planning strategy. At the second meeting, the Director was unable to be present but learned later that a second large meeting was being planned.

4. On the Grant Proposal and money, the Director reported that he had drafted the grant application (copy to all board members), Mr. Kehrer made some comments and we prepared a final copy. It calls for 15 community workers to be paid at the rate of about $50 per week for a total of about $19,500. Mr. Kehrer had suggested that we "shoot the moon." Our proposal was not brought up at the last Labor meeting because the time ran out and Kehrer's boss thought it best not to deal with it on a rush basis. The next Labor meeting will be some 6 weeks to 2 months away at which time Kehrer expects that the Labor people will grant us about $5000. In the meantime he can make available about $1000 on short notice to get us started. Jim Wood stated that SRC's $2500 is available at any time. Miss Fairfax suggested that we plan on using $10,000 and that we draw up a plan covering the number of people, the number of days, where they would work, staff person by staff person, what they would be doing specifically such as seeing to group meetings as scheduled, assigning work, creating committees, people development and so on. There was some discussion as to whether we go for broke on the basis of our last three months and worry about more money later or spread the money out because the jobs come in dribbles and cycles. The consensus seems to have been that we should go for broke and if the money ran outwe would then worry about raising more money. Mrs. Fairfax stated that our plans should focus on epople development by the aides with community leaders ~~and~~ doing job and training development for free as part of their responsibilities as community leaders. The plan should be based on a county by county rundown with such variance as necessary for the county. For example, in Greenwood County, the staff worker might be Mr. Norman and the main community leader Donald Robinson. For the orientation session, Jim Wood suggested that we use 4 or 5 cars to bring 15 or 20 people and plan on spendong some $250 for transportation. The Orientation Session should be set for late March or early April after further conference with Courtney Siceloff.

5. The Director reported that a pattern seems to be developing that the more glamorous, higher paying newer textile related industries tend to require passage of cultutally biased tests as a condition to employment. He referred specifically to Monsanto in Greenwood County who uses the Wonderlic, Parke-Davis in Greenwood County and Dow-Badische in Anderson County. While failure rates are not available by race, the indications are that the failure rates tend to run around 30% overall (Monsanto) and in some cases as much as 50% (Dow-Badische). There is a similar porblem at Hercules in Spartanburg County. The Director therefore asked SRC to prepare a book for instructing the people on how to tkae a test using the Wonderlic which we had obtained and such other tests as might be available. Jim Wood reported that the work is in progress and that the materials will be ready for the orientation session. In addition, he will have his testing man present at the session to talk on how these tests work.

at the session to talk on how these tests work.

6. On Federal visits, the Director reported that a team of Federal people from OFCC andDOD had been in the area. They were concentrating on a sample of plants for 3 of the Big Ten and had completed 1 of those, the last time the Director met with them. The team was headed by Dave Franklin of OFCC and Charles Smith of DOD was a rpominent person on the team. DOD have had persons in N. C. and S. C. for several months. Smith orally shared his report on Dan River. However, they do not plan to take corrective action until they have completed the visits at which time they will call in the chief officials form these plants and discuss their findings based on the sampli ngs of these companies plants and make recommendations on an overall basis. In addition, the Justice Department has been in the area investigating and has subsequently filed a complaint against Southern Worsted which has plants in 3 counties in the area. It was not clear whether this was the result of a "0 - 3% EEOC REFERRAL.

Justice has informed the Directorthat they have been forced to provide the names of the persons interviewed and that the Director should therefore expect to be interviewed by the lawyers for Southern Worsted. Miss Fairfax reported that she had talked with George Butler recently who reported that the Good Neighbor Council is not concentrating on textiles nor on plant visits and that they are being "outfoxed." Butler also stated that ATRO has completed the initial visits and is doing re-visits; OFCC has completed visits on Dan River Mills, Deering Milliken and Cannon; and that EEOC's D. C. office will be doing plant visits in S. C. over a 10-day period starting early in April. Butler and Miss Fairfax also discussed the possibility of having a round-up of those of us who attended the September meeting in D. C. for a six-month review.

7. Urban League - Dick Lyles stated that the Urban League has a New Careers program directed at college students which could be used to help motivate college students to go into textile training at the higher levels. They have conducted conferences at Negro colleges in South Carolina this year but they have not gotten to State and Claflin yet. Follow-up is planned. They hope to have an industry representative teach a seminar explaining about opportunities, qualifications for jobs, both part-time and for Summer work, as training and to gain experience si that one might go into the industry after he finishes college. The Urban League would be entirely willing to bring in textile management. However their staff will probably be assigned to college towns and there are no Negro colleges in the Piedmont where the textiles are located. Miss Fairfax asked whether the Urban League might be able to do top corporate contacts by setting up a session with Negro collete administrators from the Carolinas consisting of some 20 or 25 people including the Project Director, inconspicuously present, to discuss how to open top jobs to Negroes both on a long and short range basis, so that travel patterns are changed. Dick Lyles stated that he believed that the Urban League would be receptive and that he would raise this to his boss, Mr. Coleman, who might raise it to the Deputy Director in New York. Miss Fairfax also suggested that the Urban League might sponsor a State level meeting to get S. C. Negro high school youngsters to go to Clemson. Lyles stated that they have no programs for

high school youngsters. Jim Wood stated that the Director should discuss with Paul Mathias of Human Relations Council the possibility of holding a conference for Negro high school Guidance Counselors to inform them of opportunities for Negroes in the textile industry so that tjey might in turn inform their pupils.

Orientation Session - It was suggested that the materials for the trainees at the orientation should include catalogues from Clemson, Georgia Tech and North Carolina State in Raleigh as well as catalogues from the various TECcenters. Dick Lyles also stated that the Urban League could also place a staff man from Columbia in a county near Columbia who would work free for TEAM in the Columbia Metropolitan area. However they have not selected such a person yet so he could not give the Projector Director a name.

This meeting began at 9:00 A. M. and ended about 1:30 P. M.

Department of Justice

FOR IMMEDIATE RELEASE
THURSDAY, MARCH 21, 1968

The Department of Justice filed suit today charging Sinclair Refining Company and the Oil, Chemical and Atomic Workers Internatinnal Union with unlawful employment discrimination against Negroes and Spanish-Americans at Sinclair's refinery in Houston, Texas.

Attorney General Ramsey Clark said the civil suit was filed in United States District Court in Houston under the equal employment section of the 1964 Civil Rights Act.

The suit asserted that Sinclair discriminates against Negroes and Spanish-Americans in assigning jobs and in testing for both employment and advancement.

The company was also charged with maintaining artificial job classifications which impede the progress of Negro and Spanish-American employees and cause them to receive less pay than white employees who perform similar functions. Some jobs into which Negroes and Spanish-Americans have advanced, the suit alleged, have been excluded from progression lines leading to better jobs.

The union and its local 4-227 have entered into agreements with the company which provide for discriminatory employment practices, it was asserted. The suit also said the local had failed to process grievances concerning discriminatory testing requirements.

An injunction was sought barring discrimination on the basis of race or national origin by Sinclair, the International Union and local 4-227, and requiring them to take reasonable steps to correct the effects of past discrimination.

Sinclair employs some 1,350 persons at its Houston refinery, including some 225 Negroes and 25 Spanish-Americans.

The suit was the 16th employment case brought by the Department under the 1964 Civil Rights Act and the 13th of the past year.

Department of Justice

FOR IMMEDIATE RELEASE
MONDAY, MARCH 25, 1968

The federal government filed suit today charging a furniture manufacturer in North Carolina with unlawful employment discrimination against Negroes.

Attorney General Ramsey Clark said the civil suit was brought in United States District Court in Asheville, North Carolina against Caldwell Furniture Company of Lenoir, North Carolina.

The suit asserted that Caldwell, which employs some 630 white persons and 5 Negroes, reserves certain jobs for white persons only and assigns Negroes to menial jobs without regard to their qualifications. As a result, the suit said, all supervisory, clerical and skilled positions are held by white persons.

Caldwell was alleged to follow a policy and practice of discrimination in violation of the equal employment section of the 1964 Civil Rights Act. The government requested an injunction barring such discrimination and requiring reasonable steps by the firm to offset effects of past discrimination.

Department of Justice

FOR IMMEDIATE RELEASE
MONDAY, MARCH 25, 1968

The Department of Justice today charged Hayes International Corporation with discriminating at its Birmingham, Alabama plant against Negro job applicants and employees.

Attorney General Ramsey Clark said the civil suit was brought in United States District Court in Birmingham.

The suit asserts that Hayes is violating the equal employment section of the Civil Rights Act of 1964 and seeks a court order barring racial discrimination by the company.

The matter was referred to the Department of Justice by the Equal Employment Opportunity Commission after negotiations with the company failed.

Hayes is engaged in aircraft reconditioning and maintenance, and the production of aircraft equipment and weapons. Its main plant, which employs some 4,000 persons, is in Birmingham.

The suit asserted that Hayes has racially segregated divisions, lines of progression and jobs. It said the company discriminates against Negroes in employment and advancement.

The International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW-AFL-CIO) and its local 1115 in Birmingham were also named defendants "as parties needed for just adjudication" of the case.

THE UNIVERSITY OF WISCONSIN

INDUSTRIAL RELATIONS RESEARCH INSTITUTE

DISCRIMINATION, INTEGRATION, AND JOB EQUALITY

by Emory F. Via

Reprinted from
Monthly Labor Review
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Department of Justice

FOR IMMEDIATE RELEASE
FRIDAY, APRIL 12, 1968

The Department of Justice today charged Chicago Local One of the International Association of Bridge, Structural, and Ornamental Iron Workers with illegally discriminating against Negroes.

Attorney General Ramsey Clark said the civil complaint, filed in United States District Court in Chicago, asserted a violation of the equal employment opportunity section of the 1964 Civil Rights Act.

The complaint said that the Local follows a policy and practice of discriminating against Negroes because of their race in regard to union membership.

All of the Local's 2,600 journeymen members are white and no Negro has ever been admitted to journeyman membership, the suit said. Seven of the Local's 105 apprentices are Negroes, it added.

The Local has failed to recruit and accept Negroes as members or refer them for work on the same basis as whites, the complaint charged.

The Department asked that the Local be forbidden to discriminate because of race and be ordered to take reasonable steps to eliminate the effects of past discrimination.

It was the 19th employment case filed by the Department under the 1964 Civil Rights Act and the 16th in the past year.

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April 24, 1968

Mr. A. F. Shorkey, Plant Manager
Dow Badische Company
1621 N. Main Street
P. O. Drawer 3025
Anderson, South Carblina

Dear Mr. Shorkey:

This is to thank you for appearing on a panel and explaining how your company works at the Workshop for TEAM's Community Aides on April 19, 1968 at Frogmore, S. C. I believe that your remarks were quite helpful to our Aides in becoming familiar with the operations of a textile-related firm and in gaining some insight into the thinking of management with a view toward implementing the goal of fquickly and visibly changing the present patterns of Negro employment in the textile and textile-related industries.

It is TEAM's hope that you will freely call on Patrick Flack, TEAM's Aide for Anderson County for assistance in setting a pattern on Negro employment for Anderson County by demonstrating what can be done, at least by a new company, in employing Negroes,at every level, reasonably in proportion to their proportion of the local work force.

Again, we thank you for coming and for sharing your knowledge and insights with our Aides.

Sincerely yours,

Mordecai C. Johnson

cc: Mr. Patrick Flack

Flack

(21)

Inside TEAM

April 20, 1968

MEMORANDUM

TO : Miss Jean Fairfax

FROM : Mordecai C. Johnson

SUBJECT : Staff Report

TEAM AIDES

Attached is a list of Aides who we have already taken on, showing their addresses and counties. I shall try to quickly pick up persons for additional counties who will learn by doing. Those counties are Spartanburg (where Spears will need help), Oconee (where I have a lead), York (I have a lead), Laurens, Chester and Lancaster. These will total the 14 counties to which reference is made in our "Hard Facts" book. My present thinking is to add Kershaw County (5 plants; EEOC included it) or Chesterfield. We'll have to stretch to call it "the Piedmont" but it does have a significant textile impact (11 plants with 1600 salaried employees) and a high proportion of Negroes in the population (37%).

With respect to compensation for the Aides, I advised them that they would be paid at the rate of $10 per day plus a flat allowance of $5 per day to cover normal expenses. All (except Rev. Norman) have agreed to work three days per week so that their totals will be $45 per week.

WORKSHOP

The workshop went well. A copy of the tentative agenda (which was never revised) is attached.

In my remarks, I described TEAM, summarized our background, activities and knowledge to date, welcomed the participants and exhorted them to be result oriented.

For the panel on How the Industry Works, only one of the six industry representatives shown was present. (We overlooked to invite Mr. Crocker of Clinton Mills.) We also invited Bigelow-Sanford of Abbeville County, C. W. Anderson Hosiery of Laurens County and Limestone Manufacturing Co. (a Lowenstein subsidiary) of Gaffney (Cherokee County). All of these persons and companies were selected on the basis of my own judgement that they were fairly and comparatively good. Mr. Shorkey, Plant Manager at the new Dow-Badische plant in Anderson and William

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University hopes to persuade him to stay for a Ph.D. after which he can make even more); that the jobs for which Clemson trains include Managers, Overseers (high level supervisors), and Research and Development people with most graduates ending up in high managementpositions. They offer 6 degrees: B. S. in Textiles of Textile Chemistry, M. A. or M. S. and Ph. D. in Textile Chemistry. In addition, a Ph. D. in Fiber Science will be added within a year. Efland also urged the Aides to create a body of persons who have completed two years of technical training and who might then transfer to Clemson for advanced studies in Textiles.

Dr. John M. Wannamaker of Clemson, distributed literature and discussed 5 additional degrees which are closely related to textiles: the B. S. and M. A. in Economics, B. S. and M. S. in Industrial Management and the Ph.D. in Management. A strong background in Math is probably the most important counsel he would give.

I had corresponded with President Robert C. Edwards of Clemson who seemed quite receptive to TEAM and who sent 3 faculty people, only two of whom could be presented.

The Clemson persons stated that they have held seminars for High School Counselors (about 28) and indicated that they would be very receptive to Negro and female applicants. (To date, I have referred a Greenville young Negro male to TEC's 2-year Textile School for testing and (if he passes) will also refer him to Clemson. While there was no discussion of financial assistance, my perusal of the Clemson catalogue indicates that there is no dearth of funds.)

John P. George, Director of Training at Limestone, explained his company's OJT-MDTA training and stated that most of the trainees are Negroes. Basically they breakdown jobs into component parts and teach fro speed. They train virtually all of the semi-skilled and skilled jobs, including loom-fixers, a highly skilled job.

Greenville TEC's representative stated that they can teach 10 or 12 men to weave or to fix looms in a few days upon a showing of need and thereafter the problem is simply one of increasing the variety and speed of weaving or diagnosis.

I explained that a number of companies, such as Parke-Davis and Abney Mills, have Tuition Refund programs under which employees might take TEC International Correspondence School (ICS) courses wholly or partially at company expense; that others have scholarships of various kinds and that theyAides should look into these also.

The question-answer period was lively.

For Friday's evening session on non-discrimination in employment, Dave Franklin, OFCC and Ernest Finney (S.C. SAC to USCCR) were present. (Finney arrived late)

Harry Boyte of ATRO was unable to come because of a last minute emergency and I pinched-hit on Title VII, CRA. Smith (DOD) also was not present. I explained the requirements of Title VII, the role of these Federal Agencies in our Project, and the importance of filing complaints where discrimination is suspected. Franklin distributed and explained E. O. 11246 and explained the role of OFCC. Franklin related that OFCC is holding a meeting at the Pentagon on 4/22/68 with representatives of the "Big Ten" at which they will seek written agreements on Negro employment, including 2500 jobs for Negro females; that theirs, unlike EEOC, is not primarily a field operation; that they expect to complete the "Big Ten" by 1/69; that among their remedies for discrimination are back pay for periods of past discrimination amounting to $5 - 10 thousand per Negro and complete changes in seniority systems; that he will supply us with quantities of OFCC's complaint forms and that TEAM's Aides should not worry about the contents of company settlement agreements and should just keep up the pressure; and that he will supply us the most recent list available (last fiscal year) of textile companies in the State with Government contracts. Finney took potshots at Franklin about OFCC's failure to cut of funds, about big talk and small action, etc. He did point out that the textile companies usually represented by Attorney (Robt. B) Thompson of Thompson, Ogletree and Haynsworth of Greenville.

The Fact-finding session on Saturday morning has as panelists, Allan Black of LDF, Everett Waldo of USCCR (both stayed through the afternoon and Black stayed through the refreshment period) and me.

I explained about our plant visit letters, that I would send them out and that plants to whom I had sent letters and who were yet to be visited should be given high priority, the importance of taking notes, our relationships with the Federal people who could provide some facts, the importance of using other persons for gathering facts, the importance of coolness, etc.

Black explained some of LDF's experiences in finding facts in the Mississippi project and the Pulpwood project, the importance of developing communications networks, the easy availability of most information necessary (from newspapers, trade journals, etc.), the use of a "research committee" of persons unable or unwilling to take bolder steps, the importance of commissioner charges and of lawsuits, in some cases just to get at facts and in other cases for broad relief, the importance of double-checking facts, accuracy and thoroughness and so on.

The panelists on Organizing and Developing a Community were Engelhardt, PCS (presiding), McCain, SEDFRE, Richmond, PCS and Felder. Howard Fuller (Training Director, Foundation for Community Development, Raleigh, N. C.) was unable to attend due to a North Carolina crisis and we were unable to reach a union man in time.

Engelhardt did an excellent job of presiding - steering the discussion, summarizing points, etc.

McCain emphasized organizing the community for total change - - not limited to employment - - at least after TEAM leaves; using community leaders but drawing heavily

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information and answers to the practical questions; try to avoid picayune and trivial fights ("what happened to that seven dollars and forty-three cents"); because the issue is life and death, it has to be treated as a game to some extent to retain sanity and self-control; the use of white goodwill is a "tight rope" which should be treated as a game - - the game of "working on" whites but without permitting hate to consume; and the matter of practical questions demands sharp, clear, specific answers which are also tough enough to move the people.

For the role-playing session, presided over by Engelhardt, the situations dealt with were: I. Simple Home Visits, - II. "Home Visits Plus" and Plant Visitation. Black, Waldo and I served as consultants. The Aides played various roles in I and II (Housewife, Skeptic, Civil Rights Man, etc.) Probably the highlight of the workshop was the practice in interviewing plant officials. Engelhardt and I decided to use two white staff members from Penn, Everett Gill and John Golden to play the company official roles. The Aides were told that they were company officials. I had made available to them some textile literature, such as TWUA's textile job descriptions and some of my interview notes which reflected different kinds of officials to be dealt with. Golden (the "good guy" plant manager) played his role superbly. Gill ("our evasive, subtle, racist" personnel manager) succeeded in completely frustrating and disconcerting the Aides. (I suspect that if we hadn't stopped when we did, all hell would've broken out.) In the critique, it was pointed out that our Aides failed to get from Golden (the "good guy") all they could've gotten and which he was prepared to give. For example, he volunteered a list of job openings and nobody asked about requirements, application details, hours or even the pay. With Gill (the racist) they displayed anger and frustration and lectured him on civil rights. The critique, of course, followed the shocking revelation that Gill and Golden were simply playing roles. (Even Allen didn't know it.)

William Roberts of the Southern Regional Council conducted the Sunday morning session on pre-employment tests. He began by administering the Wonderlic test to the Aides, all of whom having volunteered to take it. Thereafter, he explained the test booklet which SRC developed on Wonderlic. (The booklet contains questions similar to but not identical to them on Wonderlic, with explanations for possible use in test-taking classes. Some points (including some that I inserted) were: Wonderlic is only one example of the kinds of tests the industry uses. Others are the Otis (from which Wonderlic was formed); the General Aptitude Test Battery (GATB - - used by the State Employment Service with results sometimes relied on by the industry); the Science Research Associates (SRA) test; several mechanical aptitude tests and several personality tests. Wonderlic and similar tests are likely to be used only by the man-made fibers firms. The ordinary textile and apparel firms use dexterity tests. Some man-made fiber companies have added (Monsanto in Greenwood but not in Cherokee County) or substituted a test which uses a recorded voice rather than writing to ask the questions. (such as forms of Wonderlic) are automatically suspect; OFCC can be helpful by simply "suggesting" that culturally biased tests should not be used; that complaints should be filed against

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companies using culturally biased tests which tend to rule out Negroes more than whites; and that test-taking training might be used in the interim. The Wonderlic Company's scoring methods do not call for a penalty for guessing (though some companies might possibly do so) so that applicants should be encouraged to guess. Some tips are: always guess on difficult true-false questions since there's a 50% chance you're right. On questions as to the meaning of words with similar sounds (silver, silver; extol, extort) and on synonyms guess answer #3 when in doubt (neither same nor similar). On questions involving understanding sentences, don't spend much time figuring them out. Check them lightly for guessing as the time runs short. On age questions ("a boy is 9 years old and his brother is twice as old. When the boy is 15 years old, what will be the age of his brother?"), simply add the two ages given (9 plus 36 equals 24). Read instructions carefully. For example, note the difference between a question calling for finding words with opposite meanings and deciding on whether words have similar meanings. In guessing (which should be a last resort) the surest answer given is at least possible(don't put true WHEN the question calls for choosing between A, B or C.

After slightly more than an hour of these kinds of pointers, Bill administered to the Aides a second form of Wonderlic. His preliminary analysis indicates that, with one exception, they improved their scores, in one case by 60%. While this experiment might not pass "scientific muster(e.g., we didn't have a "control group" so it's possible that improvements in test scores naturally occur "the second time around"), the results are certainly suggestive that Wonderlic measures test-taking and not job productivity potentials. Bill plans to write up these results and send me a copy. He is also willing to make available additional copies of their Wonderlic materials. (the 24-page test booklet and separate answer sheets). I asked him not to run them until we have more specifically developed the need.

In my remarks on "What is Expected of the Aides," I emphasized the importance of "operating on paper. Take notes during interviews, meetings, etc., and write them up while fresh. Organize an Action Committee on textile jobs and get them to work. I will select (in consultation with Aides in some cases) textile companies for visitation and write for an appointment, sending the Aide a copy for follow-up. Work with the Aide in the adjoining county. Where information is developed relating to another county, let me know quickly for coordination. I should be sent copies of plant and educational institution interview sheets and minutes of committee meetings. I SHOULD ALSO BE SENT A WEEKLY REPORT ON APPLICANTS REFERRED FOR JOBS OR TRAINING, AND THE AMOUNT OF TIME THE AIDE WORKED - - A SINE QUA NON FOR COMPENSATION. I WILL REQUEST PAYMENT FROM LDF UPON RECEIPT OF WEEKLY REPORTS(FROM TEAM'S MAILBOX ON MONDAY MORNINGS) FOR REMITTANCE DIRECTLY TO THE AIDES AND AIDES SHOULD EXPECT PAYMENT FROM NEW YORK IN NOT MORE THAN TWO WEEKS. TEAM is unable to pay Aides for incidental expenses incurred for attendance at the workshop such as the cost of a babysitter, a substitute teacher for Friday, 4/21/68, the minister to man the pulpit on Sunday, 4/21/68, the amount which may have been made by being personally present in one's place of business, etc. However we would

pay travel expenses at a high rate (10cents per mile rather than just gas) for those who drove, we would pay a blanket $5 for food enroute in the case of those who did not drive and while we were not able to pay in cash we would make sure that everyone had some cash, with the difference being made up by a check (I only had $100 with me in available cash). The Aides were requested to submitn resume' to me, including social security number and number of dependents (for withholding purposes) MY UNDERSTANDING IS THAT THERE WILL BE NO WITHHOLDING FROM THE AMOUNT REPRESENTING EXPENSE ALLOWANCE. Our expense statements have been submitted.

Preparations For Workshop

We put a great deal of work (and money) into preparations - - corresponding and talking with resource persons and Aides and potential resource persons and Aides, Community Leaders, etc. Jim Shores of Spartanburg was unable to come due to final exams and work on his new job. (He is no longer with Information and Referral and is now with the Prisoner Rehabilitation people. He is willing to work with us free on a volunteer basis to the extent time permits, but I don't think we can rely on him to be "our man" in Spartanburg. Rev. A. C. Jones, who stated at the last minute that he would come, had to funeralize a church member on Saturday 4/20/68. I will still consider using him as our Spartanburg County Aide.

The person recommended by Laurens County community leaders (and who looked pretty good to me) was hired by Clinton Mills, unable to attend the workshop and is now reluctant to serve as our Aide for that county.

The Aftermath

We have sent out thank you letters to the consultants at the workshop, corresponded further with the Aides concerning plant visits, prepared plant visit letters for additional plants and received some of the Aides' first activity reports.

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EQUAL EMPLOYMENT

IN THE TEXTILE INDUSTRY

of

South Carolina

WORKBOOK FOR COMMUNITY LEADERS

Prepared by

TEAM
P. O. Box 1015
22-A East Coffee St.
Greenville, S. C.

Mordecai C. Johnson
Project Director

November, 1967; Revised April 1968

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Washington Afro-American 10/24/67

New civil rights organization aims at opening job opportunities in S.C.

P. 7

GREENVILLE, S. C. (UPI)—A Greenville attorney announced the formation Saturday of a new civil rights organization aimed at opening job opportunities in the textile industry.

"The group, organized by six private agencies, is called "TEAM" which stands for "Textiles: Employment and Advancement for Minorities."

Attorney Mordecai C. Johnson, director of TEAM, said the group will place special emphasis on "affirmative programs—programs designed to assist minority workers and to aid textile management in their efforts to overcome past employment patterns and to come into full compliance with the law."

JOHNSON SAID the state has over 300 textile mills which employ a total of about 140,000 workers. He said that only 10 per cent of these jobs are filled by colored workers, and that women hold less than two per cent of the jobs.

"In the skilled and white collar jobs, colored workers are virtually non-existent," Johnson said.

Johnson said his organization "will, if the situation arises, assist workers who have been discriminated against to secure their rights by appropriate means."

• • •

COURTNEY SICELOFF, chairman of the group, said TEAMS's efforts "will be supplementary to those of the government agencies.

"We will seek actively to work with governmental agencies at all levels, textile industry management, and with statewide and local voluntary organizations which are interested in job equality," Siceloff said.

Jean Fairfax of the NAACP Legal Defense and Educational Fund heads TEAM's coordinating committee for field projects. She said TEAM will focus attention on economic growth, which she said "will provide an increased opportunity for meeting the other problems which confront all states who have too much to do with too few resources."

"This will prove to be of benefit to colored people, but it will benefit the whole state as well," Miss Fairfax said. "As the idea of equality in employment is more widely accepted, the state can better focus on further economic development."

THE AFRO-AMERICAN S.C. EDITION 11-4-67

Agencies unite to increase textile industry employment

GREENVILLE, S.C. — Six private agencies have launched a new program aimed at increasing employment opportunities for non-whites in the textile industry in South Carolina. The project will be known as TEAM, standing for Textiles: Employment and Advancement for Minorities, and will be under the direction of Mordecai C. Johnson, an attorney and native of South Carolina.

Johnson said this week that the main focus of the project will be to advise colored people of their rights to equal employment opportunity, to recruit qualified workers for all levels of employment in the industry, and to direct those who want jobs to appropriate training programs when special training is required.

"In addition, the emphasis," Johnson stated, "will be on affirmative programs — programs designed to assist minority workers and to aid textile management in their efforts to overcome past employment patterns and to come into full compliance with the law.

"We will, however, if the occasion arises, assist workers who have been discriminated against to secure their rights by appropriate means. We will work closely with the local people in affected communities."

• • •

JOHNSON, a former teacher in the State, is a son of the late Reverend and Mrs. W. A. Johnson of Florence, South Carolina. He graduated from Wilson High School there, attended Morris College in Sumter and graduated in 1951 from South Carolina State College in Orangeburg, South Carolina.

He also holds degrees from the law schools of Howard and George Washington Universities in Washington, D.C. Until recently, he was in the office of General Counsel of the U. S. Commission on Civil Rights.

Previously he had worked for the Department of Health, Education and Welfare in its Office of General Counsel and with the Equal Education Opportunities Program of its Office of Education. He is married to the former Navonia Allen of Bennettsville and they have four children.

Johnson's activities will be under the supervision of a board composed of representatives of the six participating agencies. Courtney Siceloff, director of Penn Community Services in Frogmore is chairman of the group

In commenting on the new undertaking Mr. Siceloff took note of efforts by federal agencies to insure equal employment opportunity in the textile industry in South Carolina. He referred specifically to the Equal Employment Opportunities Commission (EEOC) established under the Civil Rights Act of 1964 and to the Office of Federal Contract Compliance.

• • •

MISS JEAN FAIRFAX of the NAACP Legal Defense and Educational Fund heads the TEAM committee which will supervise TEAM field activities. She expressed enthusiasm for the possibility of significant changes for job opportunities in South Carolina. The social and economic climate in the state is improving, she noted.

"This will prove to be a benefit to non-whites but it will benefit the whole state as well," she observed.

"As the idea of equality in employment is more widely accepted the state can better focus on further economic development. This in turn will provide an increased opportunity for meeting the other problems which confront all states which have too much to do with too few resources."

The idea for TEAM evolved from the participation by the agencies in a forum held early this year by the EEOC in Charlotte, N.C. on employment patterns in the textile industry of the Carolinas.

The Board of Directors is composed of representatives of the six sponsoring agencies: Courtney Siceloff of Penn Community Services, Chairman; Jean Fairfax, NAACP Legal Defense and Educational Fund; E. T. Kehrer, AFL-CIO, Civil Rights Department, Southern Area; James Wood, Southern Regional Council; Richard Lyles, Southern Regional Office of the National Urban League; and Randolph Blackwell, Southern Rural Action Project. Headquarters for TEAM will be in Greenville, S.C.

Spartanburg (S.C.) Herald-Journal 10/22/67 P. A-5

Textile Jobs For Negroes Sought

GREENVILLE, S. C. (AP) — Six private agencies have launched a program aimed at increasing employment opportunities for Negroes in the textile industry in South Carolina.

Mordecai C. Johnson, a Greenville attorney, will direct the project, to be known as TEAM (Textiles: Employment and Advancement for Minorities).

Johnson said Saturday the main focus of the program will be to advise Negroes of their rights to equal employment opportunity; to recruit qualified workers for all levels of employment in the industry; and direct those who want jobs to appropriate training programs if special training is required.

"In addition," he said, "the emphasis will be on affirmative programs designed to assist minority workers and to aid textile management in their efforts to overcome past employment patterns and to come into full compliance with the law."

Johnson noted that "textiles touch over 30 of our state's 46 counties with well over 300 plants. They employ almost 140,000 nonsalaried employes. But only about 10 per cent are Negroes.

"In the skilled and white-collar jobs, Negroes are virtually nonexistent," he declared.

INTRODUCTION

Negroes have a right to jobs without racial discrimination. Equal employment opportunity is required by law. But equality under the law sometimes is not the same as equality in fact. As it was stated a long time ago, the law, in its majestic equality, forbids both the rich and the poor from sleeping under bridges and stealing bread.

Jobs exist. New plants and expansions of existing industries in recent years have resulted in greater opportunities. But for Negroes, unemployment and under employment exists.

Whether the new legal rights and new and expanding job opportunities will mean more and better jobs for Negroes will depend, to a great extent, upon whether citizens from all segments of the community will work to make equal opportunity under the law result in equality in fact.

This workbook has been prepared by TEAM to help community leaders turn job equality in law into job equality in fact. While the ideas and some of the materials are useful regarding equal employment generally, the workbook is specifically geared toward textiles.

Textile plants in South Carolina are mainly in the Piedmont area. There are over 300 of them. These plants provide tens of thousands of jobs. Govenor McNair has recently stated that textiles provide two out of every three manufacturing jobs in our state.

About one out of every three persons in South Carolina is a Negro. Piedmont area counties range from 10% to 40% Negro and average almost 30% Negro. But Negroes have not gotten their fair share of the textile jobs. Less than 10% of the textile jobs are held by Negroes and Negro women have less than 2% of the textile jobs held by females.

The bulk (about 85%) of the textile jobs are for blue collar workers. Around 13% of the jobs are for white collar workers and about 2% are for service workers.

There are over 12,000 white collar jobs in our state's textile industry. But Negroes have fewer than 200 of them. In other words, while one out of three persons in the state is a Negro, 99 out of every 100 white collar jobs in textiles have gone to whites. For example, 1966 data shows that THERE IS NOT ONE NEGRO PROFESSIONAL OR SALES PERSON IN THE TEXTILE INDUSTRY ANYWHERE IN THE STATE OF SOUTH CAROLINA. LESS THAN 2% OF THE OFFICE AND CLERICAL WORKERS IN THE STATE ARE NEGROES.

In the middle group where the bulk of the jobs are - - the blue collar workers - - there are well over 75,000 jobs. BUT 98 OUT OF 100 OF THE TOP PAYING NON-SALARIED JOBS - - AS SKILLED CRAFTSMEN (SUCH AS WEAVERS AND LOOMFIXERS) HAVE GONE TO WHITES.

The bulk (over 95%) of the Negroes in textile work in the state are in the lower-paying jobs either as semi-skilled operatives (about 50%), unskilled laborers (37%) or service workers (about 10%). There are well 16,000 service workers. But Negroes, with less than 10% of all textile jobs, have been given about half of the service worker jobs. THREE OUT OF FOUR OF THE BOTTOM JOBS - - AS SERVICE WORKERS AND UNSKILLED LABORERS - - HAVE GONE TO NEGROES.

While industrial technology has advanced over the years, the textile industry has, for generations, demonstrated its capacity for making textile workers out of persons with little or no previous industrial experience.

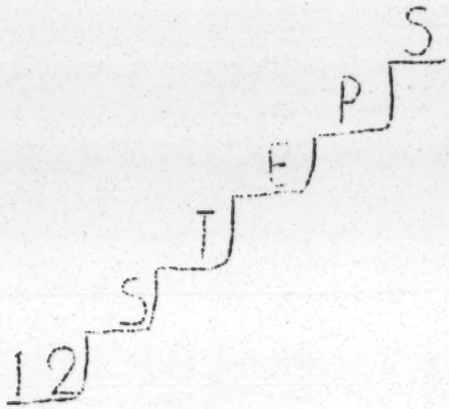
While the textile industry may not be exceptional in all respects, the facts with respect to textiles do cry out for solutions. They suggest that the problem is big. But they also indicate that the possibilities and the opportunities for moving forward are tremendous.

TEAM hopes that this workbook will provide local community leaders with the inspiration and some practical information and ideas for action in making equal employment in textiles a reality in your community.

ACKNOWLEDGEMENT

This Workbook has been adapted by TEAM from Equal Employment Opportunity in Southern Mississippi, A Workbook for Community Leaders, prepared by the NAACP Legal Defense and Educational Fund of Jackson Mississippi and New York, which was made available to TEAM. Special thanks are due Mr. Allen Black, Jr., Director of the Fund's Southern Field Office in Memphis for making that and other documents available to TEAM, and to Mr. Michael Bruland who directed the Fund's Southern Mississippi Employment Project. As a consultant to TEAM, Mr. Bruland gave TEAM invaluable assistance in making this adaptation by benefitting TEAM with the results of his research and experience, in addition to his insights.

Mordecai C. Johnson



TO

ORGANIZING

YOUR

COMMUNITY

FOR

EQUAL

EMPLOYMENT

OPPORTUNITY

IN

TEXTILES

Remember:

TEAM will assist in all of this

Write: P. O. Box 1015
Greenville, S. C.
or
Call: 239-9877
or
Visit: 22A East Coffee Street
Greenville, S. C.

STEP ONE

KNOW YOUR RIGHTS!! Study the materials about the various federal laws and regulations which are in this workbook. Read materials circulated by the U. S. Equal Employment Opportunity Commission, U. S. Commission on Civil Rights and other agencies. Learn about the new minimum wage law.

READ THE PINK PAGES.

STEP TWO

CREATE AN ACTION COMMITTEE FOR FAIR EMPLOYMENT IN TEXTILES.

This could be a special committee of an already existing organization. Best resulta usually come from county-wide committees involving all kinds of people and groups from all over the county concerned about jobs. The more people involved, the more you can get done. But START WITH THOSE EXPRESSING INTEREST, NO MATTER HOW FEW. A few hard working, dedicated and disciplined persons can effect great change. This attracts others. Draw upon youths, retirees, unemployed and others with time to contribute. Encourage those that you help get jobs, training or promotions to join with you in helping others.

STEP THREE

GET ACCURATE UP-TO-DATE INFORMATION about jobs which are available in your community. Order publications about textile jobs from Federal, State, and local agencies and from private organizations. Read Textile Publications in Library or subscribe. Clip newspaper articles. (Some libraries throw away or will give away week-old newspapers). Be on the look-out for news about textile employment generally, including future plans for expansion and new industries.

STEP FOUR

VISIT TEXTILE EMPLOYERS -- WHY?

-To express your concern about jobs for all.
-To remind them about laws against discrimination.
-To find out the company's plans for hiring and upgrading Negroes.
-To get specific information about present and future needs for workers -- about skills and requirements for jobs. And -- about the company's employment practices
-To find out about training requirements and training assistance available from the company.
-To offer your help in finding qualified or qualifiable Negro applicants.

KEEP INFORMATION ON....."YELLOW" PAGES

STEP FIVE

VISIT PUBLIC OFFICIALS: FEDERAL, COUNTY, STATE, LOCAL. WHY?

-To express your concern as citizens and tax payers about textile jobs for Negroes.
-To learn about new plants coming in and about jobs for Negroes in them.

STEP SIX

VISIT THE LOCAL OFFICE OF THE SOUTH CAROLINA EMPLOYMENT SECURITY COMMISSION (STATE EMPLOYMENT SERVICE) WHY?

- To find out how it works.
- To offer assistance and suggestions in making it work better for Negroes.
- To see whether its services and facilities are open to all.
- To find out about job openings.
- To get information about training programs.
- To get on the mailing list.

STEP SEVEN

GET INFORMATION ABOUT ALL TRAINING PROGRAMS IN YOUR AREA

SEE THE....."BLUE" PAGES

STEP EIGHT

PUBLICIZE INFORMATION about your project and about specific jobs through church, lodges, social clubs, newsletters. Make announcements on radio and television, and through the printed press.

STEP NINE

ENCOURAGE NEGROES to apply for jobs, to register at the employment commission, to take exams for a job or for a better job. Keep your own registry of people. Perhaps you cannot be an employment agency but it helps if you know about people whom you can recommend or assist. Keep this information on the....."WHITE"PAGES.

STEP TEN

KEEP FULL RECORDS. This includes the main points of conversations with employers, public and private officials, employment committee meetings, job applicants, etc.

STEP ELEVEN

FILE COMPLAINTS. Check the procedures listed on the pink pages. A sample complaint form is in your workbook. Keep copies of complaints you file. More complaint forms can be obtained from TEAM P. O. Box 1015 22 A East Coffee Street, Greenville, South Carolina. Phone: 239-9877 or from the Regional Director, EEOC, 1776 Peachtree Street, N. W., Atlanta, Georgia.

EE.....THE PINK PAGES; THE GREEN PAGE.

STEP TWELVE

SPONSOR OR GET OTHERS TO SPONSOR to help meet problems which Negroes may face as they seek non-traditional jobs.....GET IDEAS FROM THE....."BUFF" PAGES

KNOW

YOUR

RIGHTS

KNOW YOUR RIGHTS

I. TITLE VII OF THE CIVIL RIGHTS ACTS OF 1964

A. Who is covered?

1. employers

2. employment agencies

3. labor unions

If they employ (or have members amounting to) at least 50 persons and their operations affect interstate commerce. As of July 2, 1968 -- if at least 25 persons are employed.

B. Who is not covered?

1. federal, state or local employers or agencies, e.g., federal government agencies are covered by some other rules. Employment by state and local agencies is covered by Title VI if they receive Federal money primarily for providing work. Some state and local agencies are required by other laws to have a "merit system" of employment.

2. bona fide private clubs (other than a labor organization)

3. businesses on or near an Indian reservation (preferential) treatment may be given Indians)

4. schools, colleges or universities owned in whole or substantial part by a particular religion (such institutions may employ persons because of their religion)

C. What does Title VII do?

1. generally, Title VII has as its purpose the elimination of race, color, religion, sex, or national origin as a factor in employment or membership (unions) practices

2. Specifically, Title VII prohibits the following things:

---- An EMPLOYER may not because of a person's race, .

a. refuse to hire

b. discharge

c. otherwise discriminate against an individual with respect to compensation, terms, conditions, or privileges of employment

d. limit, segregate or classify his employees in a discriminatory manner

---- An EMPLOYMENT AGENCY may not because of a person's race, etc.:

a. fail or refuse to refer persons for employment

---- A LABOR UNION may not because of a person's race, etc.:

a. exclude or expel persons from its membership

b. limit, segregate or classify its membership in a discriminatory manner

c. cause or attempt to cause an employer to discriminate against an employee

---- Neither employers nor unions may operate training or apprenticeship programs which discriminate against a person because of his race, etc.

D. How to file a complaint

1. Sample copies of the proper complaint form may be found in this workbook.

2. All complaints should be immediately forwarded to our office addressed to: TEAM, P. O. Box 1015, Greenville, South Carolina. We will then file them with the appropriate office. In this way some systematic account can be kept of the total number of complaints filed.

3. If possible, the complaint should be notarized.

4. Complaints must be filed with the Equal Employment Opportunity Commission no later than ninety days after the occurrence of the acts complained of; if the acts are continually occurring, indicate that in the complaint. Therefore, have them signed as soon as possible.

5. Individuals (and not committees or groups) should sign the complaint. However, a union may file a complaint on behalf of its members.

6. The complaint should describe and complain of as many discriminatory practices as personally known to the complaining party. Yet the complaint should be as specific as possible.

II. Title VI OF THE CIVIL RIGHTS ACT OF 1964

A. What is prohibited by Title VI?

---- No person because of race, color or national origin, may be:

a. excluded from

b. denied the benefits of

c. be subjected to discrimination under any program receiving Federal financial assistance.

B. How Title VI operates

1. Each Federal department or agency authorized to dispense federal assistance funds has regulations which must be complied with by those receiving such funds. These regulations require that recipients not discriminate in a way which is violative of Title VI guarantees.

2. If you believe that a company, receiving federal funds, is not complying with Title VI, a complaint should be made to that federal agency responsible for the funds.

3. The federal agency can terminate or refuse the grant if the recipient is found to be engaging in discriminatory practices, violative of Title VI.

C. Limitations to Title VI

1. Regarding employment resulting from Title VI, only those programs established primarily to provide employment.

2. In connection with a program to increase job opportunities for Negroes in the textile industry, Title VI would apply primarily to the operations of the South Carolina State Employment programs, to MDTA institutional and on-the-job training programs and to any other training programs financed or partially financed by Federal funds.

III. EXECUTIVE ORDER NO. 11246

In addition to Title VII of the Civil Rights Act of 1964, Executive Order No. 11246, signed by President Johnson on September 24, 1965, provides for equal employment opportunity in Federal employment and private companies or plants holding contracts with the Federal government. This would apply to those textile plants making cloth for military use under a Government contract or sub-contract. This order also requires equal employment by Federal agencies themselves. Under this order, the Civil Service Commission has promulgated rules and regulations specifically designed to implement equal employment in Federal agencies. In addition, the Office of Federal Contract Compliance was established in the Department of Labor to review employment practices of companies holding federal contracts to assure equal employment opportunities for all persons regardless of race, creed, color or sex.

A. Who is Covered by Executive Order No. 11246?

1. Civil Service Employees:

Employees in Federal agencies, such as, United States

Employment Service, Social Security, Veteran's Administration, Post Office, and Military Installation employees.

2. Prime Government Contractors:

Companies with contracts to perform any work for the Federal government. Usually the large textile companies such as Burlington, J. P. Stevens, Cannon, Cone, Dan River, Deering-Milliken, Fieldcrest, Dupont, Kaiser-Roth, and Spring Cotton Mills have contracts with the Federal government. However, a large number of smaller and less well known companies have federal contracts also.

3. Government Sub-Contractors:

Companies with contracts to perform work for a prime Government Contractor in furtherance of the prime Contractor's arrangement with the Government. Often these are the smaller companies.

B. Who May File Complaints Under Executive Order No. 11246:

1. Civil Service Complaints:

a. Federal Civil Service Employees

Any federal civil service employee who believes he has been discriminated against because of race may as an individual file a charge of discrimination with the Equal Employment Officer of the particular Federal agency in which he is employed.

b. Applicants for Civil Service Employment

Persons seeking employment with most Federal agencies may file complaints of employment discrimination with the agencies' Equal Employment Officer of the particular agency at which he is seeking a civil service job.

c. Organizations, With the Consent of the Employee or Applicants for Federal Employment

Under regulations promugated by the Civil Service Commission, in accordance with Executive Order No. 11246, an organization may file a charge of discrimination with the particular agency at which the employee works or at which the applicant seeks employment, if the organization has the consent of the employee or applicant. This means that civil rights organizations may file charges of discrimination on behalf of persons who believe they have been discriminated against.

2. Employees and Applicants for Employment of Companies holding Contracts with Federal Agencies:

a. Any employee of any company holding a federal contract

or an applicant for employment with such contractor who believes he was denied equal employment or a job because of race, color or sex may file a charge of discrimination with the Office of Federal Contract Compliance.

C. Time for Filing Complaint

1. Complaints filed in accordance with Executive Order No. 11246, either with a Federal Agency or with the Office of Federal Contract Compliance must be filed within ninety (90) days of the alleged discriminatory act. This means that if a person was refused a promotion, a job, a pay raise, etc. because of race, the complaint should be filed within ninety (90) days of such refusal.

2. Many discriminatory practices are considered of a "continuing nature" not capable of determination for the ninety (90) day purpose. So, if in doubt, file anyway!

D. Where to File:

1. Civil Service Employees and Applicants:

Complaints of employment discrimination in Federal agencies must be filed with the particular agency involved. According to Civil Service Regulations, each agency should have a specific procedure within the agency to handle complaints of discrimination based on race.

2. Employees and Applicants for Employment of Companies Holding Federal Contracts:

Complaints should be filed with: Office of Federal Contract Compliance, Department of Labor, 1800 "G" Street, Washington, D. C.

Fair Labor Standards Act, As Amended in 1966

The Fair Labor Standards Act, as amended in 1966 went into effect on February 1, 1967. It is of great importance to groups working on fair employment because it deals with minimum wages and overtime pay. Unfortunately not all jobs are covered by this law. Therefore, it is important that local groups find out what jobs are covered and what jobs are not covered. It is the purpose of this section to provide at least part of this information.

Jobs Covered Before February 1, 1967

Certain Jobs were covered by the minimum wage and overtime provisions of the Fair Labor Standards Act before February 1, 1967. Anyone working on one of these jobs had to be paid at least $1.25 per hour. After February 1, 1967 this person must be paid at least $1.40 per hour, and after February 1, 1968 this person must be paid $1.60 per

hour. As before February 1, 1967, this person still must be paid at least 1-1/2 times his regular rate of pay for hours worked beyond 40 in a workweek.

What jobs are covered by this provision of the Fair Labor Standards Act? These jobs are as follows:

1. Those jobs in manufacturing plants producing goods for interstate commerce. This would include most of the manufacturing plants, including TEXTILES, in South Carolina.

2. Those jobs in companies transporting these goods from state to state. These would include jobs for railroads, trucking firms, shipping companies and airlines.

3. Those jobs in retail and service companies selling at least $1 million worth of goods or service. This company must have at least $250,000 worth of goods or materials coming in from another state.

4. Those jobs in local bus firms doing at least $1 million worth of business in a year.

5. Those jobs in construction companies doing at least $350,000 worth of business in a year.

6. Those jobs in gasoline service stations doing at least $250,000 worth of business in a year.

7. Those jobs in cpmpanies not included in the above categories but having employees engaged in interstate commerce and doing at least $1 million worth of business in a year.

Newly Covered Jobs

A large number of jobs have been covered only since February 1, 1967. These companies will have made the following increases in minimum wages over a period of five years:

$1.00 an hour, beginning February 1, 1967
$1.15 an hour, beginning February 1, 1968
$1.30 an hour, beginning February 1, 1969
$1.45 an hour, beginning February 1, 1970
$1.60 an hour, beginning February 1, 1971

With regard to overtime, these companies must pay at least 1-1/2 times the worker's regular rate of pay according to the following time schedule:

After 44 hours in a workweek, beginning February 1, 1967
After 42 hours in a workweek, beginning February 1, 1968
After 40 hours in a workweek, beginning February 1, 1969

What jobs are covered by this provision on the Fair Labor Standards Act? These jobs are as follows:

1. Those jobs in laundry and dry cleaning establishments.

2. Those jobs in construction enterprises.
3. Hospitals, nursing homes, and most schools (both public and private, but excluding Federal Government hospitals).
4. Other companies, if amount of business it does in a year is at least $500,000 ($250,000 after February 1, 1969. Hotel, motel and restaurant enterprises are among the new establishments covered by this provision.

Some farm workers have been covered by the minimum wage provisions since February 1, 1967. They are covered if the employer used more than 500 man-hours of farm labor in any calendar quarter of the preceding year. Such workers must be paid a minimum wage of at least $1.00 an hour beginning February 1, 1967, $1.15 an hour beginning February 1, 1968, and $1.30 an hour beginning February 1, 1969. The overtime provisions do not apply to farm workers.

Exemptions Under Amended Act

Unfortunately not all persons come under the provisions of the Fair Labor Standards Act. Workers in private homes are not covered. Farm workers on small farms are not covered. In others words, a minimum wage and overtime pay exemption applies for workers of retail or service establishments not covered by this Act. It also applies to individual establishments in a covered company which do less than $250,000 worth of business in a year. The overtime provisions do not apply to workers of hotels, motels, and restaurants, and for food service workers fo retail or service establishments. Farm workers are not covered by the overtime provisions of the act.

Equal Pay by Sex

The equal pay provision prohibits wage discrimination on the basis of sex within an establishment: When subject to the minimum wage, employees of one sex must not be paid wages at rates lower than those paid employees of the sex for equal work on jobs requiring skill, effort, and responsibility which are performed under similar working conditions.

Child Labor

Sixteen years is the minimum age for most employment covered by the Act. This includes employment in agriculture during school hours or in farm jobs declared hazardous by the Secretary of Labor. Eighteen years is the minimum age for employment in non-agricultural jobs declared hazardous. Fourteen years is the minimum age for employment outside school hours in a variety of non-manufacturing and non-mining occupations for a limited number of hours under specified conditions.

What To Do With A Complaint

The Fair Labor Standards Act is a complicated law. Therefore, this has been only a partial discussion of the law. If you have a question concerning the provisions of this act, or is you have a complaint, contact the Wage and Hour Division of the Department of Labor.

TRAVELING

Training

As the textile industry becomes increasingly automated, the number of unskilled jobs available decreases. Therefore, some form of training is becoming more and more important for persons wanting to work in the textile industry. Training is available in western South Carolina. This training ranges from courses taught in some of the high schools in the area to majors in textiles and textile chemistry offered at Clemson University. It also includes technical programs offered at the various technical education centers located throughout the area and on-the-job training programs at the various textile mills. Some companies have money that they give out for training. The following sections will attempt to describe some of these training programs.

Institutional Training (other than MDTA)

Technical training at the junior college level is offered at the various technical education centers located throughout the area. These include Greenville Technical Education Center in Greenville, Spartanburg Technical Education Center in Spartanburg, Tri-County Technical Education Center in Pendleton, York County Technical Education Center in Rock Hill and Piedmont Technical Education Center in Greenwood. Of these, only Greenville and York County Technical Education Centers offer programs specifically related to the textile industry. One such program is the textile management, manufacturing option, program offered at Greenville Technical Education Center. The program offered is as follows:

First Quarter	Second Quarter
Technical Math I	Technical Math II
Communications I	Physics I
Principles of Chemistry	Introduction to Textiles
Engineering Drawing I	Textile Chemistry and Dyeing I-Manufactnning
Weaving	

Third Quarter	Fourth Quarter
Physics II	Fabric Analysis I-A
Fabric Design 1-A	Physics III
Textile Chemistry and Dyeing II	Industrial Economics
Manufacturing	Industrial Psychology
Yarn Manufacturing	

Fifth Quarter	Sixth Quarter
Yarn Manufacturing II-A	Statistics
Production Control	Textile Testing I - Manufacturing
Electronics 120	Synthetic Fibers
Plant Organization	Technical Writing
Industrial Safety	

Seventh Quarter

Industrial Instrumentation
Methods Improvement
Textile Testing II - Manufacturing
Cost Analysis

An option in chemistry and dyeing is also offered. Its program is as follows:

First Quarter

Weaving
Technical Math I
Principles of Chemistry I
Industrial Economics
Yarn Manufacture for C & D

Second Quarter

Technical Math II
Physics I
Principles of Chemistry II
Physics I
Industrial Psychology

Third Quarter

Communications I
Physics II
Analytical Chemistry I
(Quantitative)
Introduction to Organic
ChemistryI

Fourth Quarter

Fabric Design I-A
Introduction to Organic
Chemistry II
Physics III

Fifth Quarter

Industrial Safety
Analytical Chemistry III
(Instrumental)
Textile Chemistry and Dyeing I
Engineering Drawing I

Sixth Quarter

Printing and Color Application
Textile Chemistry and Dyeing II
Production Control
Electronics 120

Seventh Quarter

Technical Writing
Textile Testing I-B
Textile Finishing
Physical Chemistry

Some of the occupations for which this program qualifies a person include overseer, assistant dyer or finisher, production control clerk, personnel supervisor, quality control, production control, and supervision.

In addition to those programs specifically related to the textile industry, the various technical education centers have other programs that will prepare one for employment in the textile industry. These include programs in sewing machine mechanics, mechanical engineering technology, industrial engineering technology, industrial electronics, mechanical engineering, technology, chemical engineering technology, and supervisory developement training.

Graduation from a high school is not required for entrance to a technical education center. However, one must be at least sixteen years of age and possess a basic knowledge of English, Mathematics and Science. Pre-TEC training is available for those who need it. Prior to acceptance and registration, all applicants for admission are given a series of aptitude tests. Expenses for the various programs total $60 for the first quarter of the year and $36 after the first quarter. Further information concerning programs at the technical training centers can be obtained at the individual centers.

Professional training at the university level is offered at Clemson University in textiles and textile chemistry. For the most part, the first two years of the programs are devoted to mathematics, physics, chemistry and English. The final two years of the programs are as follows:

Textiles

Junior Year

First Semester	Second Semester
Optics and Mod. Physics	Textile Chemistry
General Physics Lab.	Textile Chemistry Lab.
Textile Chemistry	Fiber Processing IV
Textile Chemistry Lab.	Fabric Development II
Fiber Development I	Prop. of Text. Structures
Fiber Science	Textile Statistics
Approved Electives	Approved Electives
Fiber Processing III	

Senior Year

First Semester	Second Semester
Quality Control	Adv. Composition
Chem. of Fibers	Work Simplif. and Stand.
Syn. Fiber Lab.	Fabric Development IV
Fabric Develop. III	Textile Costing II
Knitting	Instrumentation
Textile Costing I	Approved Electives
Seminar and Research	

Textile Chemistry

Junior Year

First Semester	Second Semester
Phys. Chemistry	Quan. Analysis
Ord. Diff Equations	Quan. Analysis Lab.
Optics and Mod. Physics	Phys. Chemistry
General Physics Lab	Chem. of Bleaching and Surf.
Chem. of Fibers	Active Agents
Synthetic Fibers Lab	Prop. of Text. Structures
Yarn Structure II	Approved Electives
Approved Electives	

Senior Year

Advanced Comp.	Quality Control
Dyeing and Finishing I	Dyeing and Finishing II
Dye Lab.	Dye Lab.
Seminar and Research	Textile Unite Operations
Cellulose Chem.	Fiber Science
Fabric Structure I	Approved Elective
Textile Statistics	
Approved Elective	

Both of these programs lead to a Bachelor of Science Degree. In addition, Clemson offers a MS and a PhD in Textile Chemistry. Clemson also has a training program in industrial management that would be be helpful in obtaining a job in the textile industry.

In addition to Clemson, professional training is offered at North Carolina State in Raleigh, North Carolina and Georgia Tech in Atlanta, Georgia

Area Vocational Centers in the Piedmont are in Lancaster, Union, Liberty and others are planned.

Courses in textiles are also offered in some of the high schools in western South Carolina. These include high schools in Spartanburg, Greenville, York, Chester, and Oconee Counties.

Other institutional training related to textiles includes the ICS (International Correspondence School) courses.

MDTA Training Programs -- Institutional and OJT

There are two basic types of training offered under the Manpower Development and Training Act (MDTA): Institutional Training which is offered through an educational institution and on-the-job training (OJT) offered by an industry. Both use Federal money and have promised the Government that they will not practice racial discrimination.

MDTA Institutional Training. To get in on MDTA institutional program, a person must be in the poverty class and be unemployed or underemployed (e.g., working part time and available for full time

work or working below the level that he is capable of working at). He must need the training to better himself by getting a job or getting a better job. Once in the program, he can be paid a training allowance. The amount depends on unemployment payments, the length of his training, the number of dependents he has and his transportation costs. He can also work part time without affecting his training allowance.

These programs at present provide a few kinds of jobs specifically for people to go into textile work, such as sewing machine operators and repairmen and textile operators.

The State Employment Security Commission recruits and selects persons for MDTA institutional training and their local offices can provide more information about it for your area. These local offices in the Piedmont area are in Anderson, Chester, Clinton (Laurens County), Gaffney (Cherokee County), Greenville, Greenwood, Lancaster, Liberty (Pickens County), Newberry, Rock Hill (York County), Spartanburg, and Union.

MDTA - OJT. The MDTA on-the-job training programs are operated under contracts between the Government and the company offering the training.

To get in a MDTA-OJT program, a person must first be an employee of the company running the program. Since the Government pays the training costs, these companies can lower their employment qualification requirements, hire more qualifiable Negroes and train them with Government money. The company pays their salaries as employees but the Government pays the cost of training them.

At present, only three textile companies have Government Contracts for this program: Lowenstein and Sons, Inc., Spring Cotton Mills and Clinton Mills, and only a very few of the hundreds of textile plants operate this program. Depending on the contract, they train employees for somewhere between 5 and 20 different kinds of textile jobs.

An example of an OJT program is that which was offered at the new Wamsutta plant of the Lowenstein Company in Anderson County. It was described in Textile World, June 1966, p. 66, as follows:

> "First applicants are interviewed, screened and tested for dexterity. Educational requirements depend on the job to be handled. A high school diploma is preferred, but is not mandatory. An accepted applicant has from 6 to 12 weeks training, depending on his future. The first two weeks are spent in classrooms where he is told of Wamsutta's background and goals, introduced to supervisors and fellow operator s, and taught the theory and mechanics of the machines he plans to operate. He practices on actual machines and mockups. The analytical method of breaking jobs into parts and then combining parts into the whole is standard. After completing classroom training, the new employee undertakes on-the-job training with close supervision and assistance from instructors and supervisors when it is needed. Instructors base theoretical training on special Wamsutta instruction booklets. Trainees receive regular pay."

The Federal Government's contracting officer for MDTA-OJT programs is Mr. Charles N. Conner, Regional Director, Bureau of Apprenticeship and Training, U. S. Department of Labor, 1371 Peachtree Street, N. E. Atlanta, Georgia. Others who can provide information about this program in your area are the State Supervisor at 901 Sumter Street, Columbia, S. C. and the local official for the U. S. Dept. of Labor who has charge of Apprenticeship and Training. These official administer the MDTA-OJT contracts, including the requirements about nondiscrimination.

VISIT!!

TEXTILE EMPLOYERS!!

PUBLIC OFFICIALS!!

EMPLOYMENT AGENCIES!!

EMPLOYER DATA SHEET

(use extra sheets as necessary, showing name of company and number of question)

Prepared by_____ Date_____

1. NAME OF COMPANY_____ ADDRESS_____

If firm is branch of regional or national company, give headquarters address_____

Name of top official (president or manager)_____ Name of personnel director_____

Who did you see_____

PRODUCTS_____ PLANS FOR EXPANSION OR NEW CONSTRUCTION_____

2. EMPLOYEES: Total number____ Male_____ Female_____

Skilled jobs: Total_____ Negro_____

Supervisors: Total_____ Negro_____

White collar: Total_____ Negro_____

Number Negro employees _____ Male_____ Female_____

Does company hire men and women for same or different jobs?_____

4. RECRUITMENT: How does company recruit new workers:

Newspaper ads?_____ (paper) At the gate?_____ (location & hour)

Thru local schools?_____ Word of mouth thru present employees?_____

State Employment Service?_____ Private Employment Agency_____ (names and locations)

Get copies of job orders, speeches by recruiters, ads, etc., if available .

5. TRAINING: What kinds of training and skills are needed for work in this company? For jobs done by men? For jobs done by women?

_____ _____

Does the company have its own on-the-job training programs?_____

Has the company used any Federal programs, such MDTA, including OJT, for training workers?_____

_____ _____

Does company have an arrangement with local public schools, including TEC or Vocational Schools, to train workers?_____ What training does company pay for (get literature)_____

6. OPENINGS: Which jobs are open now for unskilled_____ semi-skilled_____ skilled and white collar workers?_____ (show number and titles) _____

_____

7. UNIONS: Name unions with collective bargaining agreements with this company?_____

Are unions integrated?____ Negro Officers(give names and titles)

_____

_____

Is there a separate Negro union?_____ List any apprenticeship training programs sponsored by unions _____

_____

8. EMPLOYMENT AGENCIES: Have any public or private employment agencies refused to refer Negroes to this company? Give details_____

_____

9. PRESENT RACIAL PRACTICES OF COMPANY:
Describe jobs which Negroes have now_____
Are Negroes employed only in certain jobs?_____
Department or jobs where there are no Negroes_____
Any Negro supervisors?_____ Supervising white workers? (Identify)

_____ _____

Were Negroes refused in last three months who applied for promotions or for different jobs?_____ Show names, addresses and phone numbers_____

How are employees informed of job openings? Posting notice?_____
Word of mouth_____ Other_____
Are lunchrooms, restrooms and lockers integrated?____ Is EEOC Poster Prominently displayed?_____ Describe any form of discrimination practiced by this company_____

OTHER VISITS:
Have Negro leaders previously visited this company?_____ Date of visit_____. Describe who visited, information secured, impressions_____

_____ _____

_____

_____

Have Federal people (EEOC, DOL, OFCC, Others) visited?___ When____
Where from_____ Purpose_____

_____ _____

(Tech. Assistance, complaint investigation, Compliance review, other)

10. NEGROES WHO HAVE APPLIED FOR WORK SINCE YOUR EMPLOYMENT PROJECT BEGAN.

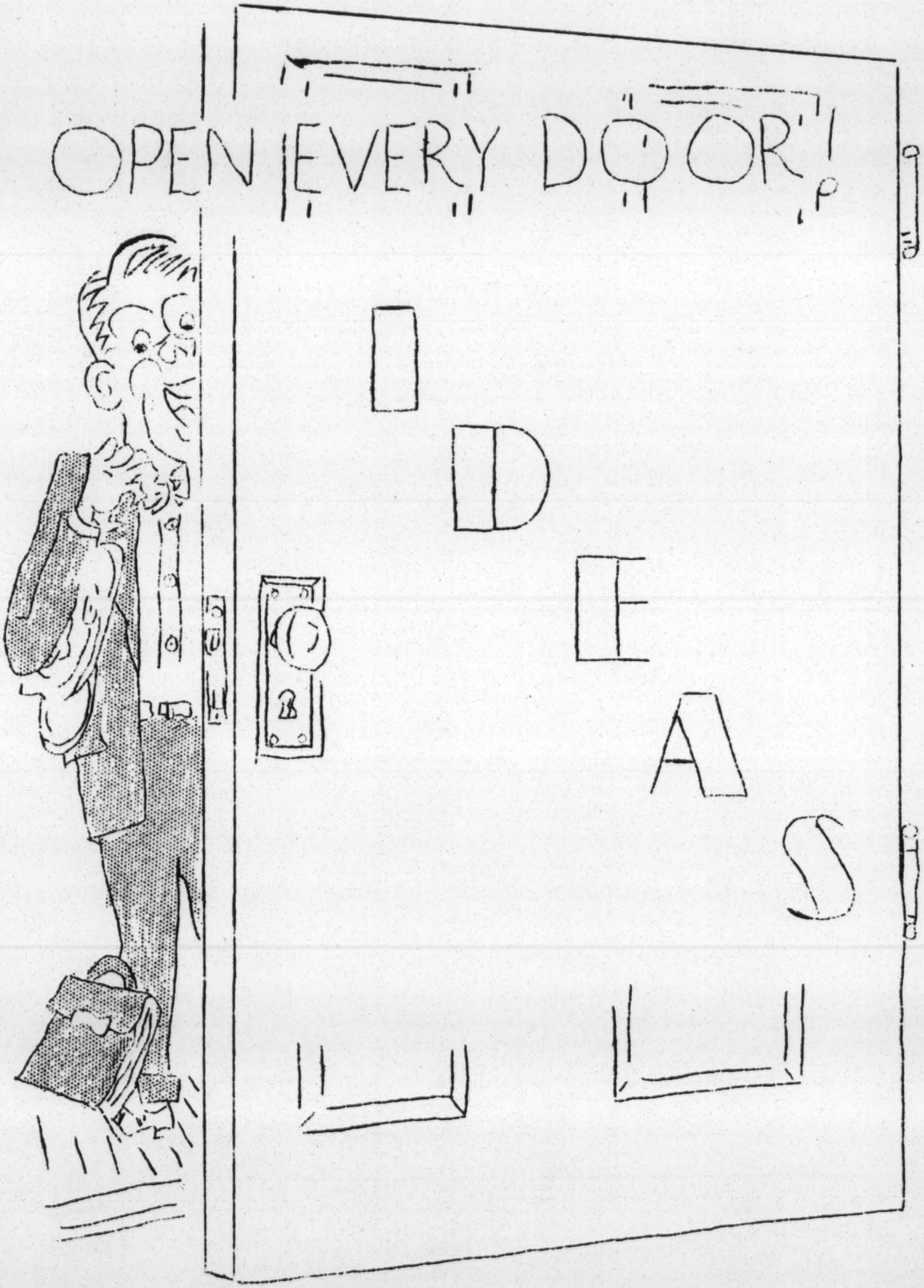
Name	Date	Job applied for	What happened

11. IF COMPLAINTS HAVE BEEN FILED, give details:

Who filed complaints?	To which agency?	Date	What happened?

12. FOLLOW-UP Could this company be a major employer of Negroes in this area? What follow-up is needed?

13. OTHER COMMENTS:


OPEN EVERY DOOR!
IDEAS

SUCCESSFUL PROJECTS SOME COMMUNITIES
HAVE CONSIDERED OR SPONSORED

Job-Applicant Workshop

1 The fear of new situations and lack of confidence prevent some Negroes from applying for nontraditional jobs. The strangeness of new jobs creates adjustment problems. So, Negroes leave or are fired before they have really had a chance. Negroes who have only worked on farms or in private homes may find it hard to adjust to a job in an industry. Thsi workshop deals with very practical, down-to-earth questions: How to apply for a job. How to fill out an application. How to prepare for and conduct yourself at a job interview. How to learn to adjust to new jobs. The purpose of the workshop is to build confidence and to develop know-how.

New Careers Clinic

2 The theroy behind creation of "New Careers" is that most high-skill and professional work also requires doing some things that could be done by a person with less skill and training. For example, accountants, engineers and mathematicians may often have to do arithmatic which could be done by a high school or college dropout if he is trained for and guided in this and given a chance. The same principle applies to managers, teachers, mechanics, secretaries, and others. It is therefore possible to create jobs and to encourage further training and advancement within a skill or profession for people who are unemployed, underemployed or have not had the necessary training for or other opportunities to go into the high-skill or professional work. They learn something about the work by doing some of it; the skilled and professional persons are more fully utilized at the higher levels of work for which they are trained; more jobs are created; productivity is increased. Good persons to have at the "New Careers" Clinic: Negroes who are successful pioneers in "New Careers", representatives of local professions, businesses and textile industries that have or may be interested in starting, such a program; representatives of the Office of Economic Opportunity (OEO) who have or know about such a program.

Career Day

3 This is something like the new careers clinic described above. The two can be combined. The purpose is to bring to the attention of a wide Negro public, at one time and place, vital information about various jobs and careers, many of which have been, until recently, at least, reserved for whites only. It is important that specific information be provided during career day: kinds of jobs, pay ranges, opportunities for advancement, locations and other working conditions, training necessary, exactly how and where to get the training, tests required, and the like.

Brush-Up Courses

4 Local private groups are usually not able to sponsor full training courses but they can often do a good job with a brush-up course -- for example, a course to help applicants prepare for job examinations or a course to improve typing skills.

Job Fair

5 Some localities have held job fairs to seek out Negroes who want jobs or want better jobs. Often this can be done by the local Chamber of Commerce since it is made up largely of employees. It is important that job fairs be given a lot of publicity among Negroes, that the fairs be held in Negro communities at convenient hours, that widespread support of large employers be gotten and that the employer be willing to hire on the spot for all kinds of jobs. It is not enough to just pass out job application forms.

Visitation Day

6 Arrangements might be made for Negro students and potential students and trainees to visit local technical education centers, institutions providing MDTA training for textile work, textile plants providing on-the-job training and textile plants that have indicated that they have job openings and will hire Negroes for any jobs.

Regular Publicity of Successes

7 A local radio, TV or newspaper might be persuaded to do a feature story every week on Negroes in non-traditional textile jobs or in training for those jobs. The county might be divided into geographic areas with publicity and awards each month to the area placing the most Negroes into non-traditional textile jobs or into training for those jobs.

County Textile Forum

8 Representatives of major textile employers in the county are invited to a one or two day public forum to make brief remarks and answer questions concerning equal employment in their companies. Others, such as representatives of local office of the State Employment Service, private employment agencies and others, are invited for the same purpose so that the Negro public learns what equal employment resources and opportunities are available locally.

REGISTRATION

Date_____

I am willing to work on an Action Committee for employment yes___No___

NAME_____ ADDRESS_____

TEL. NUMBER_____ SEX___ AGE____ RACE___ No. OF DEPENDENTS___

EDUCATION:
Last grade completed____ School or College _____ Degree or Certificate_____

JOB EXPERIENCE:

Present Employer	Kind of work	Wages	Approximate dates you worked here?

Previous Employer's	Kind of work	Wages	Approximate dates you worked there?

Have you ever worked in a manufacturing plant before?_____
A Textile Plant____ Did you operate a machine?_____
EMPLOYMENT STATUS: Are you
(a) Unemployed and want a full-time job in a textile plant?_____
(b) Employed part time and want a full time job in a textile plant?___
(c) Employed full time and making less than $3,000 per year ($60 per week)_____

SKILLS: What are you qualified to do? List specific skills._____
_____

WHAT KIND OF JOB ARE YOU LOOKING FOR?_____
How far would you be willing to travel to work? 10 miles__20miles___ 30 miles_____.

Do you have a car?___ Are you willing to work on any shift?_____
If not show which_____.

WHERE HAVE YOU SOUGHT EMPLOYMENT RECENTLY? Name Employment Agencies and companies and describe what happened. Show dates._____
_____
_____

DO YOU FEEL YOU HAVE BEEN DISCRIMINATED AGAINST BY AN EMPLOYER OR AN EMPLOYMENT AGENCY, in the last three months? If so, describe your experience and what you did about it. Write on back or attach sheet.

CHARGE OF DISCRIMINATION

(if you have a complaint, fill this form and mail it to TEAM as soon as possible. It must be mailed within 90 days after the discriminatory act took place.

This form is to be used only to file a charge of discrimination based on RACE, COLOR, RELIGION, SEX, or NATIONAL ORIGIN.

Case File No._____

(PLEASE PRINT OR TYPE)

---

1 Your Name_____ Phone Number_____

Street Address_____

City_____ State_____ Zip Code_____

---

2 WAS THE DISCRIMINATION BECAUSE OF: (Please check one)

Race or Color___ Religious Creed___ National Origin___ Sex___

---

3 Who discriminated against you? Give the name and address if the employer, labor organization, employment agency and/or apprenticeship committee. If more than one, list all.

Name_____

Street Address_____

City_____ State_____ Zip Code_____

And (other parties if any)_____

---

4 Have you filed this charge with a state or local government agency?

Yes____ No____

---

5 If your charge is against a company or a union, how many employees or members? Over 50_____ Over 25_____ Do not know_____ .

---

6 The most recent date on which this discrimination took place:

Month_____ Day_____ Year_____

---

7 Explain what unfair thing was done to you:

---

8 I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

Date_____ _____

(Sign your name)

Subscribed and sworn to before me this _____day of_____196____

_____ _____

(Name) (Title)

If it is difficult for you to get a Notary Public to sign this, mail or bring to TEAM, P. O. Box 1015, 22A East Coffee St., Greenville, S. C. TEAM will help you to get the form sworn to.

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May 2, 1968

Mr. W. Patrick Flack
Route 8, Box 247A
Anderson, S. C.

Dear Pat:

I think your report was good. I find it interesting that the Tri-County TEC man isn't sure he wants to play ball. We could put a little fire under them if you make the judgement that that's what's needed. I'm willing to meet with him and see if he can't be shaken. We might fire off some complaints to HEW (and ultimately possibly a suit) on grounds such as the fact that their board is all white, the staff all white (I suspect) even) even down to clerical help and they're practicing tokenism on Negro students (less than 10% Negro in a county whete about 25% of the students are Negroes; pre-admission tests which measure knowledge rather than potential and which are culturally biased in favor of whites, etc., etc., etc.) I don't know if we could win, but we sure can put Mr. Yarborough and Tri-County TEC through some hoops. We'd only want to do that if you and your committee's best thinking is that the "gentle persuasion" approach just wont work. Just though I'd pass that on as food for thought.

On Dow, probably the best approach for now is to develop such facts as you can and we'll let EEOC have them for nudging. The reason I didn't suggest a complaint right now is that EEOC might use that as an excuse to cease their technical assistance efforts pending investigating and resolving the complaint - - and what we want is Action NOW." - - while they're staffing up.

I have put out feelers on Utica-Mohawk and will let you know what I learn. My own research shows that this is a J. P. Stevens plant, the Clemson plant, in Oconee County (where we don't yet have an Aide); that the General Manager (Grey Mill and also the Clemson plant) (Industrial Directory (1967) shows H. G. Hurley) is Robert Russell; the ~~Plant Manager~~ Director is Henry Miller; the plant

2 May

Pat

phone number is 654-3030; the Clemson plant is "new" by Stevens standards since it's only 18 - 20 years old;" the gal who answers the phnne is a giggler; and we'll see what else we can find out.

I intend to try to get us an Oconee County man in a few days. But if you're straining at the bit on this ohe, we could get a letter out and let you nandle it. As you know, it's just a hop, skip and jump across your county line to Clemson anyway.

Sincerely yours,

Mordecai C. Johnson

Department of Justice

FOR IMMEDIATE RELEASE
THURSDAY, MAY 2, 1968

The Department of Justice filed suit today charging Roadway Express, Inc., the nation's fourth largest trucking company, with employment discrimination against Negroes.

Attorney General Ramsey Clark said the suit was brought in United States District Court in Cleveland.

It was the first federal employment case seeking to enjoin a company's nationwide operation against discrimination.

Roadway, which transports freight and mail, is headquartered in Akron, Ohio and has terminal operations in some 24 states.

The firm was alleged to follow "policies and practices that discriminate against Negroes and which deprive or tend to deprive them of employment opportunities or adversely affect their status as employees because of their race."

The Department said Roadway fails to recruit, hire and promote Negroes on an equal basis with others; assigns Negroes to lower paying and less desirable jobs, and maintains separate divisions and lines of progression based on race.

Roadway was said to employ some 288 Negroes among its total work force of 8,690 persons.

Under its discriminatory policies, the suit said, Roadway employs no Negroes among its approximately 2,110 line haul drivers, 1,334 officers and managers or 232 professional, technical and sales personnel. Two Negroes are among the some 1,143 office and clerical employes, according to the suit, while the others are employed as garage workers, pick up and delivery drivers, dock workers, checkers and service workers.

The suit seeks an injunction to end the alleged discrimination by Roadway and to require reasonable steps to eliminate its effects.

The matter was referred to the Department by the Equal Employment Opportunity Commission.

It was the 20th Federal suit brought under the equal employment opportunity section of the 1964 Civil Rights Act and the 10 during 1968.

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NEWS
GREENVILLE, S.C.
D - 90,540
Anderson Co.
DATE MAY 3 1968

25

Dow Badische Reveals Further Growth Plan

By SARA V. LIVERANCE
Anderson Bureau

ANDERSON — In appreciation for the cooperation given to Dow Badische Company in locating in Anderson County, state and community leaders were given the first opportunity of inspecting the new plant Thursday afternoon, and were later entertained at a barbecue supper.

"Fabulous" was the word used most frequently by the guests who inspected several departments, including the nylon 6 Division, now in limited production.

Construction has not been completed on the polyester division.

The ultra - modern plant, which will employ around 1,000 persons when in full production the latter part of this year, stands in the center of a former cotton field of the Masters farm, south of Anderson, between U. S. 29, and S. C. 81. All buildings are in blue and white, and the landscaping is designed to make this one of the most beautiful industrial plants in the area.

Jerry Faubion, president of Dow Badische Company, said the multi-million dollar plant will be expanded, but detailed plans are not yet ready.

He expressed appreciation to the Anderson Chamber of Commerce, the state and county development boards, Duke Power Company, Piedmont Gas Company, Southern Bell Telephone, the Seaboard Railway Company, and others.

He particularly thanked the Tri-County Technical Education Center for pre - employment training, and urged South Carolina to share its program of Technical education centers with other states.

"We were attracted by the people here, and that feeling has grown stronger," Faubion said. "We now have about 400 employes and are adding 10 to 15 more a week. They are making good employes and are staying on the job."

Faubion repeated remarks he had made earlier when the plant was first announced — that Dow Badische intends to be a part of the community, earning its place in all community activities.

Dow Badische Celebration

ANDERSON—Further expansion of the multi - million dollar Dow Badische Company plant south of Anderson was discussed Thursday afternoon as Anderson civic and industrial leaders were given a first look at the new plant and entertained at a barbecue dinner. From left, Chamber of Commerce Manager Dick Meeks, State Sen. Ed Garrison, plant manager Al Shorkey, State Sen. M. E. McDonald, and Faubion discuss the plant which will be in full production by the end of the year. (Greenville News photo by Sara V. Liverance)

File P Flack folder

(28)

May 7, 1968

Mr. Patrick Flack
Rte. 8, Box 247A
Anderson, S. C.

Dear Pat:

Thanks for calling my attention to the Anderson County Human Relations Council meeting on 5/1/68. This letter is to record my notes and impressions and to share them with you insofar as they cover matters dealt with after you left. Mr. Quinton Singleton and I tried to unsucessfully catch you after the meeting.

About 26 persons, predominantly Negro, were present at the meeting at St. Mary's Catholic Church in Anderson, 5/1/68. The officers are: Rev. J. C. Williams, President, Dr. J. H. Young (M.D.) Vice President, Mrs. Agnes Shook, Secretary and Mrs. Morris Young, Treasurer. The Board indludes Father Butler, Mrs. Pete, Mrs. Gander and Rev. Castell Jackson. The organization meeting was on 4/3/68 at which time the group adapted and adopted Matthias' suggested by-laws and agreed to meet the 1st Wednesday of each month with Board meetings in the interim/

At the Board meeting a few days later, they decided to meet each Wednesday at 7:30 P.M/ (the next Board meeting is 5/15/68 at the home of Dr. James Young, to get press coverage, to get letterhead, to make employment and housing their top initial projects and to meet with Bob Smith, SES.

The Housing Committee (Mrs. Shook) reported on a meeting with Mr. Shear of the Housing Authority who runs a one-man office, wants complaints and suggested the Committee get a copy of the housing code ($5,00). It was also reported that one area surveyed had no family with monthly income above $300 and that weekly rent runs from $6.50 for 2 rooms to $15.00 for 4 rooms. Dr. Young reported on efforts to get low cost housing, add that a Federal Housing representative was being sought to discuss the possibilities.

~~Forward~~

MAY 8 1968

~~Send to Flack~~

Volunteers for this committee included Fr. Clifford, Fr. Butler, Mr. Louie Green, Mr. Quinton Singleton, Mrs. Young, Mr. Albert Green and Mr. John Henry Reed, Jr.

Father Butler reported on Employment. He objected to Rev. Williams' suggestion that they work in integrated teams on grounds it's hard to find Negroes free during the day and also individual initiative on the spur of the moment should be permitted. Two Blacks promptly volunteered to work with him during the day.

Father Butler reported that he, Rev. Williams, Mrs. Potguide and Mrss Shook met with Bob Smith and Mrs. Murdock of SES (Mrs. Murdcok came to the HRC meeting); SES has inquired of industries regarding summer jobs for youths and the results have been mainly unresponsive or negative; SES does not discriminate in accepting their referrals (Flack vehemently denied that SES doesn't discriminate, referring to 5 complaints of discrimination in referrals and of referring Negro women for domestic jobs only; Mrs. Murdcok of SES stated that Dow Badische has placed orders with SES for clerical help but none for production jobs and that her husband is in the payroll acounts office at Dow Badische.) Father Butler stated that SES offered office space to HRC for counseling. (If HRC doesn't grab this, shouldn't TEAM? Could SES be persuaded to hire Negro Counselors? Are they now all-white). SES made an appointment and went to Westside (Negro) High to test and counsel students on the basis of their test scores, and got a cold reception from the faculty (counselor was absent, Principal walked out; they had to use the ROTC room.) Mrs. Murdock explained that the procedure is to test applicants (GATB) and read to them the kinds of jobs available for people making scores such as the applicants. For example, if the applicant or student scores high on the dexterity portion and low on the written portion (note that these are likely to be Negroes) the counselor reads him a list of jobs requiring high dexterity (old line textile production jobs?)

Father Butler reported on his meeting on 5/1/68 with Mr. Rutledge of Fiberglass' personnel office. (Apparently he meant Owens Corning Fiberglass Corp. See Industrial Directory, yellow pages, page 8.) Rutledge will set up a meeting between HRC and Mr. Clay Poole (General Manager). The plant is about 12% Negro, needs male help and will also be advertising for 50 - 90 women tomorrow (SEND OUR PEOPLE!) The figures given later were that they have 120 or 130 men and 18 women (presumably that means Negro men and women) out of a total of 1200 people on the payroll. They have 2 Negro supervisors, Bob Thompson and James Allen (I learned later that Allen is supervisor of grounds and maintenance (cleaning the yards, etc.) and he has an all-Negro crew; you should check out Thompson on job and race of his crew. These two probably could be quite helpful regarding this company). The company will need 300 people

"shortly" (send the bodies) and by 1970 they expect to grow from 1200 to 1700 employees. While the company had a reputation for laying off Negroes without notice, Rutledge stated that this hasn't happened in 3 years, at leastnnot males. (This suggests some complaint possibilities with respect to Negro females). The company no longer requires a high school diploma (one Negro, apparently an employee, stated that they started off requiring H. S. graduation, then dropped to a 10th grade requirement and now they take 8th grade dropouts - - and you don't hafta take no test - that should be checked out). A problem is that Negroes distrust the Union, especially regarding promotions (Note: they're unionized. Father Butler didn't name it but I heard it's the glassblowers. Check this out). Rutledge suggested that Negroes with complaints should see him or Tom Finley or a Mr. Talkey, and this includes applicants referred by HRC.

Albert Green stated that he has worked there for 3 years, is the only Negro on his shift has a B. S. Degree in Education and wants to know why there are no Negroes (such as him) in "blue collar" or office jobs. He reported that Dick Jones (who is in the office) told Green they recruit from technical white schools and not teacher colleges (Negro) Green doesn't believe it (Note: assuming Jones is telling the truth, the pressure must be applied to upgrade Green and to recruit at Negro schools). Green volunteered to go on the next meeting.

Father Butler believes Fiberglass wants to work with HRC to improve race relations. On tests, the company people thought that substituting practical material for written tests would be a "good idea." (Note the abxence of a commitment to do it).

Calvin Williams stated that he has a friend who was discriminated against when he applied for an office job. He got a very short interview and was downgraded on his regular job. (Check out)

Mrs. Shook stated that she believes the meeting with Rutledge "opened a door" and the important thing is that "you shouldn't go in with a chip on your shoulder."

Mr. Michael Deanhardt, a brickmason, who believes strongly in Unions and what he calls "social justice(he thinks the important issue is economics; not race) reported on a city council meeting he and other HRC people attended. They were welcomed and asked to speak. They raised issues of recreation(want some water flowing in those pools") housing (wants slums demolished and decent low cost housing) and pblitics (wants Negroes on the Council, throughout city government including policemen and firemen.) the Council thanked him for his remarks but made no comments or commitments.

Grul

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TEXTILES: EMPLOYMENT AND ADVANCEMENT FOR MINORITIES

COURTNEY SICELOFF
CHAIRMAN OF THE BOARD

MISS JEAN FAIRFAX, CHAIRMAN
FIELD COORDINATION COMMITTEE

TEAM

AN INTERAGENCY PROJECT TO PROMOTE EQUAL EMPLOYMENT IN THE TEXTILE INDUSTRY

MORDECAI C. JOHNSON
PROJECT DIRECTOR

P. O. Box 1015
22-A East Coffee Street
Greenville, South Carolina 29602
(803) 239-9877

May 10, 1968

Mrs. Louise Moss, Office Manager
American Association of ~~Technical~~ Textile
Chemist and Colorists
P. O. Box 12215
Durham, North Carolina

Dear Mrs. Moss:

According to a recent newspaper report, your Association is launching a recruitment campaign to interest "young people in textile dyeing and finishing as a career", stemming from "the urgent need for textile chemists and dyers throughout the industry." Cooperating in the Greenville effort are Clemson University, Greenville Technical Education Center and the Greenville County School District. A mobile laboratory was scheduled to be at Greenville Senior High School (97% white) all day Monday, Parker Senior High (100% white) on Tuesday, Wade Hampton Senior High (99% white) on Wednesday, Greer Senior High (99% white) on Thursday and Hillcrest High (99% white) on Friday. Explanations were to be provided by representatives of AATCC, Clemson's School of Industrial Management and Textile Science and Greenville TEC. Joe Lindsay and Ed Olson of Clemson's faculty suggested this campaign and it was launched by a committee (all white) of your Palmetto Association including Lindsay , Olson and J. Ray Mixon and R. B. McKinney of Greenville TEC. Greenville News, 5/5/68, section 4, page 4.

Head of textile mgmt Dept, Recruiter

TEAM's concern is with what appears to be an appalling ignorance or reckless disregard of the existence of black folks in our State and their relation to textiles. Let me share with you some facts which I find - - and which I hope you will find - - disturbing, in the hope that you and your participating agencies will see the disaster course staked out by the action taken in cases such as this and will take corrective action.

As you know Textiles provide two-thirds of the State's manufacturing jobs. Yet Negroes, with over one-third of the State's population, have less than 10% of the Textile jobs. The Negro female has only 3% of these jobs held by females. Indeed, the Negro female has lost jobs numerically and proportionately over the 40 year periods 1925 - 1965 and 1926 - 1966. At the levels of Technicians, which would include chemists, a 1966 survey by the U. S. Equal Employment Opportunity Commission showed that Negroes constituted less than 1% of the total, and that

while over 1% of all textile employees in the State were technicians, only 0.1% of the Negro employees were technicians. There was not one Negro classified as a "professional" in the textile industry of our State. In the final analysis, all of this boils down to the one thing that matters. It is not the number of angels that can dance on the head of a needle, it is not integration; it is money.

Three out of four black families in our State are officially poor - - with incomes of less than $3000 - - while the average textile wage-earner makes some $4500 per year.

In Greenville County, the average white family's income, like the average Textile employee's income is almost twice as high as the income of the average black family.

While these figures reflect patterns of racial and sex discrimination in employment, they also reflect discrimination and inequality in Education and Training and in opportunities extended therefor.

Notwithstanding the School Segregation cases of 1954 (one of which arose in our State); notwithstanding the subsequent litigation against individual school districts in our State through the early 1960's (including the Whittenburg case in Greenville County); notwithstanding the 1962 Federal Directive calling for non-discrimination by Federally impacted school districts; notwithstanding the enactment of Title VI of Civil Rights Act of 1964 calling for non-discrimination by school districts receiving Federal Financial assistance - - notwithstanding all of the legalisms - - our schools are substantially segregated. There are more black children in all-black schools today than there were in 1954 when the Brown case was decided.

Of the 105 school districts in our State, not one has a black superintendent, or board chairman or majority black board or black board members in any number other than a token degree. Some 98% of the black teachers and principals are, like about 95% of the black pupils, completely segregated in assignments by race. A black school with a Textile work course is virtually unheard of.

The Statewide situation is reflected in Greenville County. Here about 20% of the total population and about 30% of the pupils are black. But only approximately 100 of over 5000 black high schoolers are in White High Schools. Unlike some of the white schools visited, such as Greenville, Greer and Parker High Schools, no textile training is provided in a single one of our 5 black high schools. And to add insult to injury, your association directs its recruitment efforts at 5 high schools with pupil populations ranging from 97% to 100% white, presumably on the theory that "them that's got should git."

The article indicates that the Greenville County School District is "cooperating in the effort." Perhaps such callousness concerning the welfare of 30% of the high school youngsters should be expected from a school district with an all-white

board and top administrative staff. Based solely on the list and racial composition of schools selected for recruitment, I would wager, if I were a wagering man, that our school district selected the schools for this recruitment effort.

The article indicates that Greenville TEC is "cooperating in this effort." TEAM had been given to understand some weeks ago that despite an all-white board, all-white professional staff and an all-white student body in textile training, TEC was nevertheless interested in changing its color, at least at the level of pupils in textile training. But TEC's participation in this major recruitment effort addressed to whites demonstrates that actions indeed speak louder than words.

Perhaps this kind of callousness is understandable in a "mere" technical education center or a "mere" school district. But for a University to be found "cooperating" in this effort is shocking beyond words. Again, TEAM had been led to believe, some weeks ago, that Clemson's School of Industrial Management and Textile Science was prepared to aggressively seek out Negroes to join the one token Negro now enrolled there. And again, Clemson's participation here is an action that speaks louder than those words.

In view of the racial imbalance in the schools to which these recruitment efforts were directed, as well as in the participating educational institutions and in the technicians and professionals in the textile industry, TEAM calls upon this Association to immediately speonsor a similar recruitment effort at the 5 all-black high schools in Greenville County - - Beck, Sterling, Washington, Bryson and Lincoln. To facilitate such an effort, I am sending a copy of this letter to each of the institutions referred to above, with a request that they "cooperate in this effort." Finally, I might add, in candor, that I am considering calling this matter to the attention of appropriate Federal and Legal officials as well as the general public for such disposition as they consider appropriate.

Sincerely yours,

Mordecai C. Johnson

Mordecai C. Johnson

cc: Dr. R. C. Edwards, Clemson University
Mr. Thomas E. Barton, Jr., Greenville TEC
Dr. M. T. Anderson, Supt., Greenville County Schools
Mr. H. O. Mims, Sterling High School
Mr. R. F. Wright, Bryson High School
Mr. J. Wilbur Walker, Washington High School — didn't see ltr - mentioned in principally but told
Mr. D. C. Butler, Lincoln High School — ok w/ him - didn't see ltr
Mr. L. Stevenson, Joseph E. Beck High School

Comes my 4th + next mo.
25th 21-27-30 bad
22, 23, 24th - ok me talk up when kids not tied up
seems best.
11:30 any day ok for me talk up

at designated sch and selected - Lg HS
see chem tech.
P. M. Donnah

MCJ/vt

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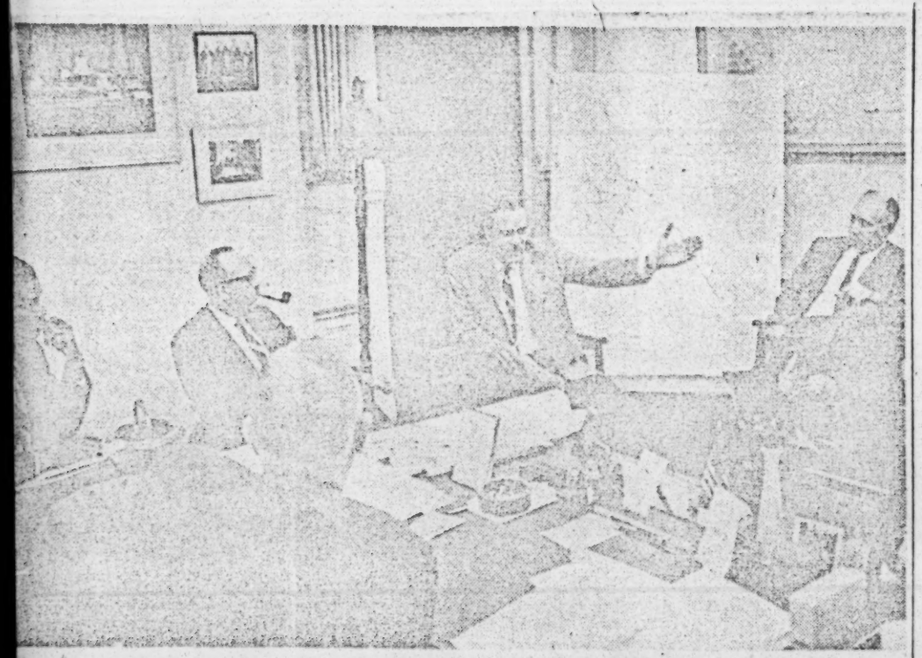
Grvl News Pi, 5/13/68 Greenville
Piedmont

TEAM Official Says Negro Needs Unmet



CITY OFFICIALS and a committee representing the Greenville affiliate of the South-Christian Leadership Conference met in or David G. Traxler's office this morning scuss plans for the arrival here this afton of the Southern segment of the Poor People's March on Washington. Mayor Traxler is in the foreground. Others include Mordecail Johnson, Willie T. Smith, Donald J. Sampson and Superintendent of Traffic Festus R. Hawkins. (Piedmont photo by James G. Wilson)

By SAM ZIMMERMAN

Mordecai C. Johnson, project director for TEAM, an organization involved in seeking employment for minorities, told an audience at Allen Temple AME Church last night that "despite recent enactment of Civil Rights laws, Negroes still have a number of unmet needs."

He told the group during a meeting sponsored by those who will host the March of the Poor when participants arrive in Greenville this afternoon that half the Negroes in Greenville live in houses that are substandard.

Injecting a note of sarcasm, he noted that despite newspaper articles, slum tours and television programs," the slums are still there."

He said that in addition to housing, there is continued segregation in schools. He noted the lack of Negro school officials and integrated faculties.

Continuing, he said present-day textbooks make little mention of Negroes. In like vein, he said the food stamp program does not meet the needs of those who cannot afford the price of food stamps.

Speaking of law enforcement, he said that present preparations for riots are not intended for use against residents in the suburbs. He urged that laws governing fair employment and substandard housing be enforced.

He said, "The march is not a question of pie in the sky, but a question of money." He said that "Negro maids are earning $20 a week while their employers earn $20 a day."

A lawyer who is a graduate of Howard University and Georgetown University, Johnson said Negro cotton pickers in Mississippi earn only $3 a day.

Continuing to stress economic needs of the Negro populace, he said that "Negro college graduates can expect to earn less in their lifetime than white ninth-grade dropouts."

He noted that the median income for Negro families is half that of white families. "Seventy-five percent of the Negro families in South Carolina are classified as poor," he declared.

In closing, he referred to the late Dr. Martin Luther King Jr., and said, "Though slain, let's see what becomes of his dreams."

Rev. David Carter, assistant director of the Southern leg of the march, and a staff member of the Southern Christian Leadership Conference, said, "Though a bullet killed Dr. King, it didn't touch the dream."

He said King was killed, not because of his civil rights activities, but because of his efforts on behalf of the poor.

Later, Carter reminded the group that one of the purposes of the march was "to seek a guaranteed income for all of the poor, black and white alike."

He told of poor treatment of the marchers in Macon, Ga., saying that food and sleeping facilities had been inadequate. "When we find a place is not right, we usually stay there until it gets right," he declared, "but since we are on a tight schedule we did not stay there."

Others on program included Rev. O. L. Porter, vice president of Greenville Christian Leadership Conference, who stated, "The march has solidified the people of Greenville."

Also Dr. W. F. Gibson, who introduced Johnson, Rev. N. J. Brockman, Mrs. Katherine J. Thornton, Mrs. Annie Lou Simpson, Rev. S. C. Cureton, financial secretary, Rev. L. R. Best, and C. O. Jackson.

At the close of the meeting it was announced that $5,827.50 had been raised since the drive to accommodate the marchers began. It was announced that a meeting will be held Tuesday night to report on how the money was spent.

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Department of Justice

FOR IMMEDIATE RELEASE
WEDNESDAY, MAY 15, 1968

T.I.M.E. Freight, Inc. was charged today with discriminating against Negroes in employment at its facilities in Nashville, Tennessee.

Attorney General Ramsey Clark said the Department of Justice filed a civil suit in United States District Court in Nashville charging T.I.M.E. with violating the equal employment opportunity section of the 1964 Civil Rights Act.

The firm maintains departments and job classifications reserved exclusively for white persons and employs Negroes only as maintenance shop servicemen, it was alleged.

A court order was sought to end the alleged discrimination and to require reasonable steps to end the effects of past discrimination.

T.I.M.E. is an interstate carrier of general commodities, with corporate offices in Lubbock, Texas. In its freight terminal and vehicle maintenance shop at Nashville, the company employs some 387 persons, including about 20 Negroes.

Department of Justice

FOR IMMEDIATE RELEASE
WEDNESDAY, MAY 22, 1968

The Department of Justice today charged a labor union in New York City with discriminating against Negroes.

Attorney General Ramsey Clark said the Department filed a civil suit in United States District Court for the Southern District of New York against Local 46 of the Wood, Wire and Metal Lathers International Union.

Also named a defendant was the Joint Apprenticeship Committee maintained by Local 46 together with the Employing Metallic Furring and Lathing Association of New York.

The suit was the first federal civil rights case ever brought in New York City.

It was the 22nd federal suit filed under the Equal Employment Section of the 1964 Civil Rights Act and the 12th this year.

Both the union and the apprenticeship committee were charged with following a pattern and practice of discrimination and with refusing to take reasonable steps to eliminate effects of past discrimination. An injunction was sought to end the alleged discrimination.

Local 46 has some 1,600 members, all but four of whom are white. Through its hiring hall, the local controls a substantial portion of the employment opportunities for lathers in New York, Kings, Queens, Bronx, Richmond, Nassau, Suffolk and Westchester Counties and the southern part of Rockland County.

Inside TEAM 5/24/68 Greenville Piedmont P. 1

Poverty: Hungry Drowsing As Classmates Snicker

By SAM ZIMMERMAN

Poverty is things like not having enough—of health—of training—sometimes of initiative. Its also the sounds of rats and roaches scurrying across the floor in the dark—water plop, plop, plopping through a leaking roof and into a tin pan or bucket—wind whistling through cracked walls.

For 11-year-old Jody, a Greenville County school boy, its not having anything to eat for breakfast, and sometimes not much for supper. For his poverty is looking at the world each morning out of eyes made rheumy-looking by an inadequate diet.

It's being too tired to tear out energetically after your work the way most of your classmates do. Its dozing morning after endless morning and awakening to hear classmates snickering and the teacher saying gently, "Put your head down on your desk Jody."

And, after a sheepish glance around the room, doing so because of the bone-wearying fatigue induced by not having enough to eat except at lunch, which is free. Sometimes on empty, malnourished stomach reject even this sudden switch from famine to feast.

DOLPHUS is 14. He is a classmate of Jody's. He says his empty stomach makes him feel mean. One day he drew a knife on a boy, who must be still shaking, "I'll cut your - - - - throat."

A teacher was there that time. Dolphus is young. There will be lots of hungry days ahead when the desire for food gnaws at his stomach . . .

These are the children of parents whose incomes do not meet half of what has been determined necessary to support a family. According to Mordecai Johnson, project director for TEAM, 70 per cent of the Negro families in South Carolina are part of the "officially declared poor."

Here in Greenville County, Mr. Johnson cites figures that show Negro and white families combined earning $4,754 in 1960. He says that taken alone, Negro families earned half this amount.

As project director for Textiles, Employment and Advancement for Minorities, Mr. Johnson, an attorney, is seeking job opportunities for Negroes and other minorities in the state.

He states that recently aids have been taken on in 15 counties to speed up the work. "They say some counties are really moving while others do not really perceive the problem, which is major. It's not a question of segregation or integration, its a question of a job."

Robert Ford, one of the recently employed aids, states that "So far we have had very little success. Employers are not too particular about talking to us."

Mr. Ford, who works in Greenville County, sees only about one Negro out of every 10 that apply, being hired. He states, however, that he is not discouraged.

As for Mr. Johnson, he sees the problem as similar to that of a doctor with a seriously ill patient that he is trying to cure, "Treatment should be started at once," is his summary of the situation.

TEAM'S efforts are sponsored by a coalition of organizations that include: the NAACP Legal Defense and Educational Fund, Penn Community Services Incorporated, the AFL-CIO Civil Rights Department for the Southern Area, Southern Regional Council, the Southern Regional Office of the Urban League and the Southern Rural Action Project of the Citizens' Crusade Against Poverty.

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May 24, 1968

Mr. W. Patrick Flack
Route 8, Box 247A
Anderson, South Carolina

Re: your Report for week ending 5/17/68

Dear Pat:

Per the clipping, we should be referreing people to Jackson Mills in Iva, like crazy. Note that they're a Government Contractor "(an Equal Opportunity Employer)."

If Dow doesn't place Miss Banks, you might see if she won't file a complaint of race discrimination. Also, an offer by Dow to Joe Mattison which calls for less money than whites get is a basis for a complaint. Finally, if Dow does not hire Negroes that they lured into their training program (and if most or all of the whites were hired), complaints are in order. And if the training apparently is unnecessary and is simply a device to screen out Negroes, complaints are in order. In short, what all this means is that I think the pressure should be put on Dow to put black folks into these jobs NOW - - while they're still staffing up. After we've got a few complaints filed on them, we could increase the pressure by going after the company nationally. As you know, the Peace people are already angry with them. Additional pressure from civil rights people ought to do the trick.

On Owens Corning Fiberglass, do you want me to send them a plant visit letter? See what the Catholic Priest of the Human Relations Council can tell us in terms of what they say. If we can't get individual workers to complain, we could nevertheless request a Commissioner charge. But this is our biggest gun and before we use it we should be satisfied that that's what's necessary. My thinking is that we'd want to use it only once - - not more than twice - - in one county - - to show our muscle - - and we'd want to use it against the worst company in the county. Find out whatever specifics you can - - from James Allen and others (such as the several employees of theirs who attended the HRC meeting) and hit them with a batch of complaints. The Perry complaint is a beginning. Increasing production requirements concurrent with the hiring of Negroes, segregated departments, wquality for bottom jobs only are all bases for complaints.

Flack

I wouldn't worry about the opposition's rumors that TEAM is union - oriented (especially since the unions don't seem to be very Negro-oriented.) All that means is that they're running scared.

On the question of becoming stigmatized as one who wants to close, Westside, it looks like they're trying to turn Negroes against a Negro-oriented action program. It seems to me that a useful position for you to take is that TEAM is interested in black youngsters getting into textile training and that since McDuffie is the only school where that kind of training is given, it behooves our youngsters to "go to where the flavor is." You stated that you think Westside is "just preparing its students in a college-bound direction" and you asked me to "look into this." I have no information or means of obtaining information about general course offerings by school other than what I gave you. I suspect that that information is poobably abailable locally from the school administration, guidance counselor or even from the kids. Anyway, you've got the most important information: that Westside, unlike McDuffie, has no textile training.

If, in fact, Westside has made Advanced Algebra and Physics a prerequisite to the textile course only after Negroes started attending, a complaint would be in order. Before filing it, I'd like as much in the way of specifics as you can get. I'll file it. A letter is sufficient. It would go to HEW.

As to the Union at Fiberglass, I would want some specifics before we take it up with the higher Union officials. The civil rights man for the AFL-CIO for the South is on my board and I am personally familiar with Jim Pierce. But before we fire at the local boys, we should make sure there's some gunpowder in the bullets. I'm not too concerned tha the top local officials might have gone to bed with management as a general proposition (especially since they're mainly all-white, I believe, in membership). But any specifics you can get on the racial angle, let me have it. You say they "don't pursue grievances or check promotions." Can we get any specific cases where Negroes' grievances were brought to their attention and not pursued or where Negrroes' denials of promotions were brought to the Union's attention and not pursued. Can we get a copy of their latest bargaining agreement? What can we find out about Negroes getting in the Union? Holding offices? Holding high and significant offices? Being told to"go slow" on civil rights, etc., etc., etc. In short, we'd need more specifics - - names, dates incidents and examples, overall patterns, Negroes willing to testify if necessary, etc. Given a reasonable amount of that k kind of material, we could blow them to pieces. Without it, we run a serious risk that it'll backfire - - and from that point on, our credibility rating would be zero.

I didn't mean to preach - - under the guise of guidance. Just wanted to suggest being methodical.

Sincerely yours

Mordecai C. Johnson

MCJ/vt

36

May 27, 1968

Editor
Greenville News
Greenville, S. C.

Sir:

I read with interest the recent story indicating that Mr. Robert L. Pike, sub-standard housing officer for our city has brought a condemnation action against the "Rock Quarry" apartment complex on Hammett Court behind the Augusta Street YWCA. The story indicates that "of course the city has no relocation program," that these tenants, about 20, all Negroes, many on welfare and social security, "will have to find more suitable housing though their own efforts;" and that they must do so within 30 days. Greenville News, 5/27/68, p. 8.

Let me say here that I am not one to put pen to paper every time I read an article or editorial which I find offensive, or even patently ridiculous. But this kind of callous disregard for Black folks in Greenville on the part of the city is, to say the least, remarkable.

As everyone knows, housing in Greenville, both public and private is segregated. Black housing is black housing and white housing is white housing and the indications to date are that "never the twain shall meet." The recently enacted Federal law on fair housing, as weak as it is, is not now and will not for years be effective. The laws of our state, this county and this city have remained remarkably silent when the porblems literally cry out for viable solutions.

Moreover, the housing market for black folks is extremely tight.while there is a surplus of white housing. (Disbelievers need only to read the Real Estate section of the Want Ads.) And such housing as is available to black folks is, in the main, sub-standard and over-priced.

While the City Government's role in creating the existing facts briefly referred to above is not the whole story, it is certainly a large part of it. When this Governmental role is linked to that of the real estate and financial industries and, indeed the general white public, the results were obviously predictable.

The housing situation is, of course, only part of the picture. Let's look at employment - - at jobs - - at money.

The major local manufacturing employer is the textile industry. It provides about half of all manufacturing jobs in the county. Yet, black folks, with about 20% of the population have only about 10% of these textile jobs. Even so, they are concentrated in the lowest jobs - - as laborers, as service workers, as semi-skilled operatives. In the high-paying jobs - - the skilled jobs such as loom-fixers, the white collar jobs such as clerical and secretarial, the technical and managerial jobs, black folks are virtually non-existent. There is not one black textile salesman or professional employee. ANYWHERE IN THE STATE.

The picture on public employment, including Greenville and Greenville County, follows a similar or worse pattern. And it is not enough to say - - as has become fashionable among leading whites that black folks - - all 900,000 of us in the state with 5 black senior colleges - - are not "qualified."

In all of this I am not talking about pie-in-the-sky. I am talking about food for the children in the 20 families referred to above, and hundreds in the county like them; I am talking about decent housing at reasonable prices; I am talking about the one thing that gets you somewhere in this society: MONEY.

Let me touch briefly on Education with one example.

According to the News on 5/5/68, a major effort was launched by the Palmetto section of tthe American Association of Textile Chemists and Colorists in co-operation with Clemson University, Greenville TEC and the Greenville County School District to interest youngsters in becoming textile chemists - - at pay ranging up to the 5 figure bracket. Five county high schools were selected by our school district as the places for this recruitment effort with racial compositions ranging from 97% white (Greenville Senior High) to 100% white (Parker Senior High). Not one of the county's 5 all-black schools were favored with such treatment. Because the agencies themselves tended to be all-white at their tops, it was only after TEAM called to their attention the "oversight" that some corrective steps were taken. Even so, only the white schools provide textile training.

All of that is to say this: that a story such as the eviction story is only one example of Greenville's problems which it is incumbent for the city to effectively deal with.

I, therefore, call upon the Greenville Government to integrate its employees from top to bottom, by race and by economics, sepecially in agencies such as those dealing with direct problems of the black and the poor suchas substandard housing; to provide effective machinery for getting the viewpoints of knowledgeable persons affected by its proposed actions; to raise taxes on sub-standard housing

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owned by absentee landlords to provide for scholarships for improving such housing at the owner's expense and to otherwise remove the profit motive from the creation and maintenance of substandard housing, to decline to evicted any persons from their homes, however deplorable, until the city has instituted a relocation program under which the city will find decent, safe, sanitary and integrated housing for the relocatees at reasonable prices within their means, will pay relocation expenses such as moving costs; and will provide other necessary supportive services such as meaningful jobs, counseling and training and financial assistance to the maximum permitted by law to the end that the black and poor are not being called upon to bear public responsibilities in matters which are themselves, in the public's own interest.

Sincerely yours

Mordecai C. Johnson

MCJ/m

BEST COPY AVAILABLE

Department of Justice

FOR IMMEDIATE RELEASE
WEDNESDAY, JUNE 12, 1968

The Department of Justice today charged eight state agencies in Alabama with employment discrimination against Negroes.

Attorney General Ramsey Clark said the civil complaint was brought in United States District Court in Montgomery, Alabama.

It was the first suit by the federal government accusing state agencies of job discrimination.

The alleged discrimination violates federal statutes and regulations requiring a merit basis for the selection, appointment and promotion of personnel administering federal grant-in-aid programs, the suit said.

Defendants include the state departments of Industrial Relations, Pensions and Security, Public Health, Education, Mental Health and Civil Defense--all of which administer federal grant-in-aid programs.

As part of their policy of discrimination, the suit said, the departments systematically deny appointments to Negroes who have become eligible for employment by their ratings on state examinations.

White persons are regularly appointed to jobs in these departments ahead of Negroes with higher eligibility ratings, the complaint alleged.

Of the some 3,071 full-time employees of these agencies, it was asserted, about 87 are Negroes.

Also named defendants were the Personnel Department and Personnel Board. Through them, the suit said, Alabama has refused to adopt regulations required by the federal government in 1963 to ban job discrimination on the basis of race, and providing procedures for appealing cases of alleged discrimination. Alabama is the only state that has refused to adopt the regulations.

The suit asked that the agencies be forbidden to discriminate racially in employment practices in any of the programs subject to the federal laws and regulations and that they be required to correct the effects of past practices.

It also asked that the agencies be required to adopt a regulation prohibiting discrimination and creating an appeals system for such cases.

Department of Justice

FOR IMMEDIATE RELEASE
WEDNESDAY, JUNE 19, 1968

The Department of Justice today charged the Manor Baking Company with employment discrimination against Negroes at the firm's bakery in Dallas, Texas.

Attorney General Ramsey Clark said the civil complaint, filed in United States District Court in Dallas, asserted a violation of the equal employment opportunity section of the 1964 Civil Rights Act.

Manor Baking has assigned Negroes to lower paying jobs because of their race and has failed to promote Negroes on an equal basis with white employees, the suit charged.

It also asserted that the company has created artificial job classifications which pay Negroes less than white employees doing comparable work and has refused to hire Negroes for certain sales department jobs.

Forty-six of the bakery's 340 employees are Negroes, the complaint said.

The complaint also named the American Bakery and Confectioners International Union and its Local Union No. 111, and said they are parties to a collective bargaining agreement with Manor Baking Company which perpetuates the effects of the asserted discriminatory practices.

The complaint asked for a court order forbidding the discrimination and ordering all reasonable steps to alter the collective bargaining agreement to correct effects of past discrimination.

Department of Justice

FOR IMMEDIATE RELEASE
MONDAY, JUNE 24, 1968

The Jacksonville Terminal Company, which owns and operates the Union Railroad Station in Jacksonville, Florida, was charged today with employment discrimination against Negroes.

Attorney General Ramsey Clark said the Department of Justice filed the civil complaint in United States District Court in Jacksonville.

It asserted a violation of the equal employment opportunity section of the 1964 Civil Rights Act. Twenty-five employment cases have now been brought since the Act's passage, including 15 this year.

The company was charged with maintaining a racially segregated dual system of jobs and progression lines and with considering Negroes only for the lowest paying jobs which offer the least chance for advancement.

Special requirements are imposed on Negroes seeking jobs traditionally held by white persons, the suit said.

The complaint also asserted that only white persons are assigned to apprenticeship posts and Negroes thus are barred from the jobs of machinist, carman, and electrician.

In addition, the suit said, the firm maintains racially segregated bath and locker facilities.

The government asked that the company be forbidden to continue the discriminatory practices.

Some 300 of the Terminal's 650 employees are Negroes.

Eleven unions also were named as defendants: The Brotherhood of Railroad Trainmen; Railroad Yardmasters of America; The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees; Transportation-Communication Employees Union; Brotherhood of Locomotive Engineers; Brotherhood of Maintenance of Way Employees; The American Railway Supervisors Association; The Brotherhood of Railroad Signalmen of America; System Federation No. 50 of the Railway Employees Department, AFL-CIO; International Association of Machinists; International Brotherhood of Electrical Workers; and Brotherhood of Railway Carmen of America.

-over-

They all have collective bargaining agreements with the Terminal which tend to perpetuate the effects of the discrimination, the suit said.

The complaint also asked that three of the unions be forbidden to maintain locals which are racially segregated. They are: The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees; The Brotherhood of Maintenance of Way Employees; and The Brotherhood of Railway Carmen of America.

Department of Justice

FOR IMMEDIATE RELEASE
FRIDAY, JUNE 28, 1968

The Department of Justice filed suits today charging two companies and a labor union with employment discrimination.

Attorney General Ramsey Clark said the defendants were AMBAC Industries, Inc., formerly the American Bosch Arma Corporation; Associated Transport, Inc., and a Cleveland local of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada.

Each of the three United States District Court suits alleged a violation of the 1964 Civil Rights Act and sought a court order to end the alleged discrimination.

They brought the total number of federal suits filed under the equal employment opportunity section of the 1964 Act to 28, including 18 this year.

AMBAC was charged in Boston with discriminating against Negroes and Puerto Ricans at its plant in Springfield, Massachusetts.

Associated Transport was charged in Greensboro, North Carolina with discriminating against Negroes at its terminal near Burlington.

Both companies discriminate in hiring, assigning and promoting, the government asserted.

The Cleveland local, number 120, was charged in Cleveland with discriminating against Negroes in accepting apprentices and journeyman members and in job referrals. The local was also said to have attempted to cause contractors in the Cleveland area to discriminate.

Also named defendants in the Cleveland suit were an apprenticeship and training committee and a hiring committee which the union conduct jointly with the Mechanical Contractors Association of Cleveland, Inc.

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June 27, 1968

Mr. W. Patrick Flack
Box 247A, Rte 8
Anderson, S. C.

Re: School Desegregation clipping

Dear Pat:

I assume you wanted me to comment on Anderson District 5's desegregation plan published in the Anderson Daily Mail on 6/18/68 which you sent me. You should, of course, feel free to use or pass on my comments as you see fit.

1. The plan recites that the board was notified by HEW in February to proceed with free choice for 1968 69. The problem is that that was months before the Supreme Court decided that an ineffective Freedom of Choice plan does not meet constitutional requirements. Here, it's ineffective. Last year according to the Board's report, over 90% of the Negro children were segregated into all Negro schools. This year, some 80% will be similarly segregated. The faculty consisting of hundreds of people is substantially segregated, thus making out the board's further racially identifying the schools. And this is 14 years after the Brown case (the board did nothing the first 10 years) and 4 years after the Civil Rights Act was passed. I would disagree that the board has made "significant progress" to desegregate the schools, even assuming that that was the only thing required. But since the law requires the board and not Negroes to desegregate its schools -- to disestablish the racially dual system which it established -- its job has not been done by merely applauding itself and continuing a business-as-usual manner.

2. Faculty Desegregation. Thirty-eight professionals crossing state lines including part time people in 1967-68 is rank tokenism. To say they will have at least that many next year strikes me as a rather meaningless measure of "progress." To require all of the hocus pocus set forthe in paragraph 6 of the plan for teachers to cross racial lines prompts me, at least, to wonder who's kidding who. The requirements here are worse than the so-called Freedom of Choice afforded to kids. The teacher desiring transfer is required to get a form from the principal (of her race), confer with him, get him to approve in writing, confer with the (opposite race) principal of the school to which she wishes to transfer and get his approval, and then the superintendent must approve. And this is in addition to meeting y other requirements including requirements relating to morals and ethics (whatever that means). At the level of hiring and assignments,

Bill Flack

the Board "passes the buck" to principals (who have themselves been assigned by race) to perform the School Board's function.

3. High requirements (paragraph 7) administered "without discrimination due to race" are racial if the effect is to substantially rule out Negroes. However, I don't have before me the State's requirements alluded to or the minimum requirements referred to as established by the board or a breakdown of cocational education training which might show racial effects. I might add that that kind of information is probably available to you form the school admisistration simply by asking them for it.

4. I'm sure you are or can become conversant with the local situation on such matters as expanding physical facilities and racial effects, including zoning possibilities, admission requirements at McDuffie, bus patterns, etc. Again, my own experience, at least here in Greenville, has been that you can get a great deal of information from the school district itself simply by finding out and deciding what you want and writing the superintendent a letter asking for it. For example, I recently requested and have been sent data showing the racial composition of each school for 1967-68 and the Secondary school offerings. Preliminary analysis indicates that a substantial number of courses are offered at the white schools only and that virtually all of the schools are substantially segregated.

I am returning your clipping on the assumption that it's the only one you had.

Sincerely yours,

Mordecai C. Johnson

1 incl
News clip

MCJ/WF

Department of Justice

FOR IMMEDIATE RELEASE
WEDNESDAY, JULY 3, 1968

The Department of Justice today filed its first suit charging a private employment agency with discriminating against Negroes in job placement.

Attorney General Ramsey Clark said the civil complaint was against the Metro Personnel System, Inc. of Dallas, Texas and eight franchise branches in the Dallas area.

The suit, brought in United States District Court in Dallas, charged a pattern and practice of discrimination in violation of the equal employment opportunity section of the 1964 Civil Rights Act.

Job orders from employers indicating a racial preference are accepted and disseminated among the offices, the government charged. Persons then are referred for employment in accordance with the racial specifications, it was asserted.

The complaint asked that Metro Personnel and the branches be forbidden to continue the discriminatory practices and be ordered to take all reasonable steps to correct the effects of past discrimination.

In addition, the government asked that the defendants be required to tell all employers making job orders based on race that such specifications are illegal.

Twenty-nine employment suits have now been filed by the Department since passage of the act, including 19 this year.

(32)

July 15-1968

Report of TEAM Aide- William Patrick Flack
Week of July 15-19, 1968

The county of Anderson, South Carolina, is in need for leadership and assistance in the Black Man and his problems. There was a time that the local chapter of the NAACP showed these and shared these things; but it was always PROMISE and Never-Dealing with the Common Working Man. Not helping him with his many problems. It was the same old groups that did everything and nothing was done for the little fellow; in going out as TEAM Aide. The question that they keep asking:: Can TEAM deliver? Are you concern about our needs?

I am not trying to kill our local NAACP, but I want you to know that the people haven't any one to turn to. Rev. Rich is doing a good job; has done better. His hands are being tied because of a number of reasons. Finance is one. His church,if they get able, wants to build a Low-Income Housing Project. He , if he, speaks out to much, these chances may be hurt. etc.

The people are looking to TEAM for leadership and direction. There seems to be a disrgaard of the existance of Negroes in this county; in every field, jobs, housing, health service, job training, education, legal aid, etc.

There is so much that the people are looking to TEAM or another agency for help. So far, TEAM has taken the Big Step and has shown them the leadership and the Whites are beginng to respect TEAM. Even though, they don't agree with TEAM, they respect t TEAM. We need a full-time person to fully respect TEAM in Anderson County. I am willing to do that. Not that TEAM isn't doing so much, but there is a need for full-time help. For the many problems that TEAM is c alled upon to do. The term ADVANCEMENT for MINORITIES is what they are looking for. Of cource, but there are so many things that is tied to jobs if TEAM can't afford it maybe NAACP Legal Defence and Education Fund, Inc. or some agency. Here in the piedmont , we need some type agency. I know that is one of greatest draw back in this area. In the lower part of the state, there are a number of agencies doing the work of where here, there is NONE.

(1)

Nick Parthemos
213 South Towers Street
Anderson, South Carolina
Canal: 4-0281.

Referred to Anderson County Welfare Department(7-16-68). Asked TEAM to help secure a lady or person to fill a position in the Food Stamp Program.

Results: TEAM sent Anita Acker, Jenny Powell, & Albert Green. Starting date for work is September 1.

(2)

Browning & Edmonds
309 West Whitner Street
Anderson, South Carolina
Canal: 6-6273

Director of Training, Step. S. C. Employment Service, Anderson, S. C. wanted TEAM's assistance or aid in finding transportation for Low-income trainees who had no way of getting to the Step School at Oakway, S.C.

(3)

David Reese
North Main Street
Anderson, South Carolina
Canal: 5-5478

Director of OEO asked that Some aid be given to Low*income people who wanted training but needed transportation to the school. TEAM as that a Govt. Car be obtained from the motor pool at Columbia for which there is no cost to OEO other than the gas and oil, ect.

Note: Cont. on other page.

Reese said that Headstart is closing and there will be a station wagonthat can be used. There must be some insurance, ect. worked out on this idea.

(4)

J. Perry
Earles Homes Apt.
Anderson, South Carolina

Owens-Corning Fiberglas
Starr Highway
Canal: 4-3511

EEOC representative call on Perry to check into a complaint.

EEOC didnt contact TEAM, but went to the personnel Department at Fiberglas. Results, I don't know.

(5)

TEAM, NAACP, Legal Defence & Education Fund, U.S. Commission of Civil Rights
Director of OEO, Washington, D.C.
E. Finney, Junior
Sen. Joe Clark (D.Pa.)
Samuel B. Evans (Pa)

Sent letter to Diretor of OEO to inform him of problems of the Anderson County Council for Economic Progress, ect. We need to try and keep the offices open so that the minorities can be trained and helped to better themselves. Not a welfare Applicant always.

TEAM
P. O. Box 1015
Greenville, S. C.
REFERRAL REPORT

Note: Complete information should be obtained on the registration sheet and kept on each contact. Keep a copy of this report.

Aide William Patrick Flack
Name

Anderson
County

Dates: 7/15/68? 7/19/68?
From To

Number of days worked

1. Name Address & Phone No.	Referred to: (Show Co., Plant, Institution, address, phone, date & official's name.)	Results (Type of training or job, pay, dates, etc.)
Nick PARTHemos 213 S. Tower St. Anderson, S.C. Canal 4-0281	Referred to Anderson County Public Welfare(7-16-68) Asked TEAM to help in getting personnel for Food Stamp Program.	Results: TEAM sent Anita Acker, Jenny Powell & Albert Green. Starting date: Sept 1,1968.
2.		
Browning & Edmonds 309 W. Whitner St. Canal 66273	Director of Oakway Step Center S.C. Employment Service Anderson, S.C. wants TEAM's Assistances in locating a mean of transportation for	Cont: for the low-income trainees who has no means of transportation.
3.		
David Reese North Main Street Anderson, S.C. Canal 55478	Director of OEO. TEAM asked that some aid be given to low-income people who wants training but needs trans-	
4.		
J. Perry Earle Homes Apts. Anderson, S.C.		
5.		

I think it is the time for someone to step forward and provide the service that is needed in this area. So far in the last four months, TEAM has gained much ground and is looked upon for so much until it will take me working daily, with a number of notes, to try to meet 1/16th of the goal that is asked of TEAM. There are meetings of theNegro Community, which are held at night, etc. I can not serve "two Gods"at the same time very good. Can I?

If I had nothing but TEAM and its many actions to think about, I am sure a better job could be done. Another thing, I am connected to the up-grading of the Black Man or Folks in every walk of life. I have gon e to far to stop now. It seems that when we Black Folks have someone to stike out for us and to stick out his neck for us, he is left out there by himself. That dosen't matter, I am here to stay; but I need support, legal aid, financial aid, etc.

We need a Voter Education Project. I am writing to the Southern Regional Council for aid. There is a need for community organization projects. I need backings if I am to achieve certain goals. If this necessary, to stage a protest, or Boycott, etc. I need to know who I can count on for support and legal service and bail money, etc. if I should happen to need it?

We will need financial aid to run ads, make pamplets, etc. TEAM is called on for advice in the welfare area. Such as, Old folks or Age assistance; Black folks are not getting this. Aid to Dependent families; Black folks are not getting this. Also the newest thing is the Food Stamp Program; Black are not getting this either. We just do not have any Black folks here in Anderson County to speak up for these things until TEAM came into the picture. TEAM can only spread so far; with the time I can devote each day, just is not enough. But TEAM need the people and the people needs TEAM on a much wider scale. I can not ~~suggest~~ to people to stand up or try to up-grade them selves. When I can't show success. I must have grits on my table and shoes on my feet. I have and will continue to take a stand with aid or without but to success or what the success will be, only the future will tell. But to be effective, I must devote full-time to this work. Anderson is not a large city like Greenville, South Carolina. But you do know that with your aides and all, what it is trying to reach their goals.

Send me all the information you have on the Appalachian Comm. No money or benefits have been recieved by the Black folks here in Anderson County.

Respectfully submitted,

William Patrick Flack

William Patrick Flack

EMORY VIA

TEAM

NAACP LEGAL DEFENSE AND EDUCATIONAL FUND, INC.
10 Columbus Circle
New York, New York 10019

TEAM
FINANCIAL REPORT
May 20, 1968 through Aug. 9, 1968

Grants:		
Field Foundation - Aug. 30, 1967 - Aug. 29, 1968	$25,000.00	
Southern Regional Council	2,500.00	
NAACP Division of Legal Information and Community Service	2,500.00	$30,000.00

	May 20, 1968 through Aug. 9, 1968	Cumulative
Salaries:		
Director	$3,230.82	$12,923.28
Secretarial services	1,178.40	3,678.09
Clerical assistants	—	74.22
Community aides	3,062.10	3,062.10
Payroll Taxes	440.92	1,642.63
Conference Expenses	—	356.48
Travel	—	1,287.54
Operating & Maintenance		
Rent & maintenance	151.29	367.39
Telephone & telegraph	286.26	654.86
Printing	46.09	709.58
Postage	37.21	193.79
Office supplies & equipment	478.89	1,473.05
Miscellaneous	67.89	1,073.15
	$8,979.77	$27,496.16

3750
370
phone - 654
50
3|4,824
1,600

Disbursements through August 9, 1968	27,496.16
Unexpended Balance	$ 2,503.84

File Ford

38

August 15, 1968

IEAM
P. O. Box 1015
Greenville, S.C.

To The Director and Members of the Board,

I regret that it is impossible for me to attend today's meeting. It has been a pleasure for me to serve as an aide during the past few months. My committee and I share the hope that the project will be extended. Through the committee we are beginning to build good relationships with the major firms in Greenville, S.C. Many people are just realizing how effective IEAM can be. Our accomplishments has been few but major ones. We have helped some who worked in the mills to advance or be rehired. The State Employment Service has updated the classification on the work cards of Negroes, and has assured us they will assist in any way possible to employ more people in the better jobs

in the mills. As a result of my interview with the Officials at City Coach, they have hired one Negro Bus driver. This is just a few results of I.F.A.M.'s efforts in the Textile and other firms. I am sure Mr. Johnson can relate more to you. If the project is extended the committee and I will serve with the most desirable results possible.

Respectfully,
Robert M. Ford

Sept 1968

My Four Months Activity Report
Robert M. Ford
aide:
Greenville County.

During the first week after my return from Frogmore. I talked with several religious leaders and masonic members, in an effort to set up an action committee. In the second week, I called a meeting. We discussed the objections of the project. Later letters were send to the various mills in Greenville. I called each one in an attempt to set up interviews. This was the results of some of my calls. Mr. Robert S. Davis, manager, Felt Mill, Pendleton Rd. Abney Mills Brandon Dryer. Drawer L. Brandwood Branch, Greenville, SC. Mr. Davis was out of town and wouldn't be back for several days.

when I call him a few days later he was busy and was to return my call, but never did.
Mr. Willard A. Waldrop, personnel manager; J. P. Stevens & Co. Taylors Plant. Mr. Waldrop said that he was very busy and that he wouldn't have time for an interview. but that they would take application from anyone who wanted to work.
Mr. C. O. Masters, Superintendent, Pernett Plant, Birnie St. Mr. Masters referred me to Mr. Echol Davis in Greenwood. He said he could not permit me to interview him or any personnel unless Mr. Davis said so. To sum it all up. I got the impression that none of the plant managers were willing to talk to FEPM.. I had no interviews in any Mills. I have referred several Person for employment in mills. Out of about 20 persons referred to Textile plants. Only 3 persons called and informed me that

they were hired. Two of the persons are at Duncan, as a dopper & weaver. One other was hired at Judson as a weaver. These jobs are not white collar jobs, but they offer a chance for them to advance to better ones.

The State Employment Service and the Youth opportunity center changed their classification codes. Most negro males were classified from 6X to 9X or bench code and laborers. Most negro females, including the ones who were high school graduates, were coded as 3X-service domestics, and nurses aides. No negroes were referred to office jobs. I have talked to Kerns at the State Employment Service. Kerns is an Negro interviewer there. The Employment commissioner from Washington investigated both offices. I have since heard that the State Employment Service and the Youth opportunity center are

giving negroes more consideration and better classification on their work cards.

I interviewed Mr. C.H. Ellison. manager of City Coach Lines. He talked very nice, and promised that he would hire some negro Bus Drivers before Sept. He has hired one

I have filed about 35 complaints. Some negroes still have some fear about filing complaints. I have filed complaints on Kash and Karry (Independent Grocery Store) They would advertise for for help, but wouldn't hire any colored girls. Pressure was put on them by a Black Awareness Group. They now hire negro girls as chashier and general work. The ~~Colr~~ negro male also get a better break their.

Complaints also have been filed against Fiber Industries. They advertise for help, but they tell most of the person after they have filled out applications and completed interviews, that they will call them when they need them. Most of them are never called. They still continue to put ads in the paper that says "Due to continued growth, Fiber Industries continues to create openings in its manufacturing department for qualified men and women". This type of advertisement is misleading and unfair to many persons who depend on the ads in the paper for job openings. Other firms also advertise daily without openings.

Complaints have been filed against Winn Dixie Bakery. In the bakery dept. they have to work on Saturdays + Sundays without overtime

pay. Sometimes they work 10 to 12 hours a day. They have seperate bathrooms for Negroes. No sick leave. The pay is good but the conditions are not.

Complaints have been filed against Celanese, Wanda Weave, J. P. Stevens, Provence & Garrard Printing Co. and others.

Under the M D T A. Training Act. Referral are approved and made by the State Employment Service. One negro person is now training at Cecils Business College for Sect. I have referred several other persons for combination welders, Power Shovel Operators and Nurses Aide. These will be C.J.T. and will begin in late Sept. I am hopeful that they will be accepted.

I have referred about 80 persons to jobs in other fields. Many of these never called to let me know

what happened one way or the other.
It has been a genuine pleasure to serve as aide for DEAM in Greenville County, during the past 4 month. As a result of my effort many are more informed of their rights.

Respectfully
Robert M. Ford

P.S. I also had cards and matches printed

27e

(1)

1405 South Benjamin Street
Anderson, South Carolina
August 19, 1968

Different Plants
This Area
Anderson, South Carolina

Dear Sir:

Is there a place in your organization for a young lady who is conscientious and eager to learn, even though inexperienced?

I am seeking a position as a secretary in your company's employ. I haven't had any experience as a secretary, but I will graduate from the Oakway Step Training Center, Westminster, South Carolina in August of this year. I will be completing the course in Clerk Stenography. I will be available for work after graduation on the ninth of August.

May I have an appointment for a personal interview or a application for employment. You may phone me at Canal 6-0165 anytime after five o'clock on weekdays and all the week-end hours, if you wish.

Sincerely yours,

Ruthe Witcher

Enclosure

27f

Personal Record
of
Ruthe S. Witcher
1405 South Benjamin Street
Anderson, South Carolina

Telephone: Canal 6-0165
S.S. No. 249-64-6934

PERSONAL DETAILS

Age: 30
Birthdate: October 15, 1937
Birthplace: Starr, South Carolina
Height: 5'9" Weight: 130
Sex: Female
Health: Fair
Special interests: Sports, sewing, and housekeeping.

EDUCATION

Graduate of New Deal High School, Starr, South Carolina, Class of 1956-57.
Subjects: English, business math., home ecc., history, and science.
Extracurricular Activities: Basketball, N.H.A., Honor Society, Science Club, and Girls' Choir.
Now studying business education at Oakway Step Training Center, Oakway, South Carolina.
Studies consists of: typing, office machines, business math., English, and shorthand (Gregg).

REFERENCES

Mr. Don F. Chastain
309 West Roosevelt Drive
Anderson, South Carolina
Telephone: Canal 6-3974

Rev. John M. Sanders
516 Salem Street
Anderson, South Carolina
Telephone: Canal 4-3065

* Mr. Mike J. Lorey
c/o Holiday Inn of America (3025 N.Main Street)
Anderson, South Carolina
Telephone: Canal 5-9200

Mr. O.V. Hicks
2004 Richmond Avenue
Anderson, South Carolina
Telephone: Canal 4-6992

WORK EXPERIENCES

* Manager

* Holiday Inn of America (Cook) 1962, 63 — 64
Reason for leaving: you must work all holidays and weekends with no increase in salary. $100 E 2 WS -
1.55 p hr s

Singer Company (Press Operator) 1964 Left
Reason for leaving: to attend school. 1.70
Foreman: Mr. Ross Crowe

5-64 } 3 yrs
9-67 } TO ADTA Sch

CRANE AGENCY
RENTAL, REAL ESTATE, INSURANCE
CRANE-CAHALY BUILDING
102 S. MURRAY AVENUE
ANDERSON, SOUTH CAROLINA 29621

(3)

ANDERSON, S.C. JUNE 3 PM 1968 29621

FIGHT TB AND OTHER RESPIRATORY DISEASES

U.S. POSTAGE 6c

27g.

Title?

Ruth Witcher
1405 S. Benjamin
Anderson, S.C.

CRANE AGENCY
CRANE-CAHALY BUILDING
102 S. MURRAY AVENUE
TELEPHONE 225-8243

Title?

ANDERSON, S. C. 8/28 1968

M Ruth Wilcher
1405 S. Benjamin

Pay up & Move

Signature?

27b

August 22, 1968

TEAM Aide-William Patrick Flack

Was contacted by Smith of Compliance Office in Atlanta. He was in Anderson to look into the job compliance of Mrs. Ruthe Simmons Witcher, 1405 South Benjamin Street, Anderson, South Carolina aganist the Dow Chemical Company of Anderson, South Carolina. He first called on Mrs. Witcher and asked her could he pay her a visit to discuss the compliance with her in person. He told her that he was going to be by her house shortly. While at Mrs. Witcher's home, he called on Father Butler and had a conversation with him. After the short conversation with Mrs Witcher was over, he asked her if they could go over to visit with me. In themeantime, I called on Mr. Lowden of OEO. He stated that he was scheduled to meet with Shockey of Dow. The meeting was supposed to be held on Wednesday at 10 o'clock. This he made. After we discussed the compliance from the beginning of the investigation.

I called Allen Gibbs of EEOC on the Dow problem of contracts with the federal government. He called me and informed me that Dow chemical of Michigan has a government contract; this is the apperent company of Dow Badische here. He stated that the Government wanted to be sure that Dow Badische had Equal Employment opportunties by it being new and about to open. EEOC desided it is the best time to investigate its practices in now. This is the chance of carring this out. After a meeting this of the Black Committee with the officials from Dow Badische; we was told point-blank that EEOC or any other organization will make them change their hiring practices.

We found Mrs. Witcher and her complaint to the office of Federal Compliance on the advice of TEAM Aide, William Patrick Flack. Since then Smith came in and do not gave any satisifaction. He stated wasn't much he could do for there is not federal contract with them for Dow. He said it was with National Space Agency. He didnt impress me in trying to do a very good job. He was in a hurry all the while he was with us. He came to my place and he only made a few statements. He acted as if he wasn't interested in whethter it was a complaint or not.

After that time Mrs. Witcher has been questioned about her contacts with EEOC, TEAM and Civils Rights Movements, all others.

folder

I think this is a great injustice to her. She is not a part of any of such organizations. This is making a large mental stress on her part, I know. As I told you once before, they will use all the lobists and influence to curb an investigation. There is no need for TEAM or EEOC. This is what we come up with when we try to help our drive to progress. TEAM will not be effective unless we have the support of these agencies. Right now we are the croup of the group. Therefore, it will be extremely hard to get anyone to file a complaint. They simply are afraid. This is one way TEAM will loose its effectiveness in the piedmont. The white industrial group called a meeting at the Chamber of Commerce with five of the so-called"Uncle-Toms" Negroes this week. They were: Joe Gresham, Rev. Rich, Rommie ABrams, John Henery Reed, and Floyd Clinkscales. They called the meeting secretly. It was supposed to be a secret but we found out about it "threw the grapevine." The purpose of this meeting was to udermind all the Civil Rights groups and get the Negros hired by the white man's rules. It will not be up-grading jobs only low-rate jobs. They tried to get it over us. All the plants managers were at this meeting. Mrs. Witcher was discussed as a whole at the meeting. Since she has already been to these plants, I believe, is the reason. Stockey of Dow asked that she be brought to him personally and he would see her himself. He called her and asked her to come down and take a production type job. He told her there was a clerical job available but he knew she would not want it. He also told her that she would not have to go to the long training school, just so she came down and he would see that she get hired. Out in the production part of the plant. He assured her he would test her himself. He called her and told her to come down to his office, knowing the same time that Smith was supoosed to be there at the same time he told her to come. (Ten o'clock Wednesday). I advised her not to go. I didn't know what was up.

While I was in Frogmore, I talked with Allen Black. He stated that we looked out for our folks. I am in a position where as I advised Mrs. Witcher to procure this line and it leaves her with no income. Where do we go from here? She is a devorcee with out any support. She has four school-age children and ther is a need for financial aid for her family. She needs assistance and aid of some kind. It is not offered here in this area for the Negro. Mr. Beaman of Dow called her for work again in the production part; but due to her physical condition, she will not be able t to take this type of work. She has had several operations in 1966 which left her not so strong. This is the reason for her going back to school. To get a lighter job. She is skilled and the point now present, is the people just wont hire here if you are her color. Especially clerical work. What do we do for this case?

Thank you.

Respectfully submitted,

William Patrick Flack

William Patrick Flack

27i

August 24, 1968

Report of TEAM Aide - William Patrick Flack
Week of 8-19-68---8-22-68.

I spent the morning of August 19, 1968 checking the local places for workers. Brown Gleen of J.P. Stevens called and wanted four men to start on the job training. After checking out with the usual places and I came up with no one who wanted that job. I did some raiding on other jobs and came up with two men; Rufus Chamblee and Alvin Martin. Odell Alexander who was working with Carolina Junk Yard. I sent them over to the mill. They are scheduled for a physical Friday.

I checked by the Coca Cola plant. I had heard threw the grape vine that a couple of fellows wanted some changeto something better. Charles Colabort of Jefferson Avenue and Theo Crolesy of Quarry Street, here in Anderson,; they were sent over as of today. They haven't let me know anything on their out come.

Tuesday:
Charles Smith from EEOC contacted me. He was here to look in to the complaint filed by Mrs Ruthe Witcher aganist Dow Chemical. After a long talk, I had him to see Father Butler also, Bill Lowden. Lowden is new Director of CEO(OEO). Anyway, we supplied Charles with all the information we had on Dow. Charles was to see the manager Wednesday. We want him to stick around and do a little research himself; but it seem that he had to be in Greenville, South Carolina, that night. He was in a hurry to get back. He had a very good picture. What we were up aganist but he offer me No encouragement but it would have helped for him to let it be known, shall I say, that he was here on a complaint from TEAM.

You can be sure that all the top guys from all theplants in the area knew. They had a meeting at the Chamber of Commerce with a group of Black people. The reget kind of Black folk. They think TEAM is the wrong kind of and wouldn't invite any of us or any of our associates. Nor OEO workers either.The purpose of this meeting is for the group of referthe kind of Black folk to the plants who want to work just as they say. Above all, ones that wont complain or encourage others to complain. They tried to get TEAM complaint to be at Dow at 10 o'clock Wednesday morning so that it show Smith they were trying, TEAM stop that action. Smith didn't do a good job. I don't know if he did not care or sold out ; but one thing for sure, he made TEAM look bad in this area.

Unless something is done and done real quick, TEAM is lost in this area. I mean we are really lost. When I came aboard with TEAM, I was told that TEAM is fearless and wouldn't take a back seat. I was told that TEAM would take one, anyone if they were wrong. This is what I am looking for. Not only for myself, but for the many people who is being wronged every day. I had to stop this report to go down to the Chamber of Commerce. There was some concern about the clippijg I mailed each of the fellows in mostly Industry. They are up set. I was questioned at hearth. Just as the secret police do-who pays me, where it comes from, where do I recieve my orders from, and how often, etc. I didnt answer. I just gave him a copy of the announcement about TEAM and its purpose and board members. Then they asked the question of didnt I think that the local people would and could do a better job about it and more about it. I assur d him I was local but he think that I have gotten my orders from out of town. I have to be questioned they say.

I have noticed in the past few weeks I have had a demand for more money from my creditors and that to the bank has changed it attitude toward me. Also, my salesmen who work my place have changed their policy toward me. I am beginning to feel a tighting-up presure on me. My credit use to extend fro a month but now it has gone to a weekly basis. So you can see the "noose" is getting a bit tighter each day.

It was stated that I am trying to push intergation to fast. Well, so goes life. One can't close what's due the black man and I can not rest until doors are open and jobs are up-graded. And we being in the main stream of things.

I would appreciate anything you can offer in this regard.

Respectfully submitted,

William Patrick Flack

William Patrick Flack

Enclosure

27a

Xerox - cc: EEOC (2)
D/Jus
ECK
File

August 27, 1968

Honorable Clark Clifford
Secretary of Defense
Washington, D. C.

Dear Mr. Secretary:

Enclosed is a copy of a self-explanatory 8/22/68 letter from TEAM's Aide for Anderson County, South Carolina.

Mr. Flack indicates that Mr. Charles Smith of your department, in an investigation of a complaint made by Mrs. Ruth S. Witcher, gave the complaint what appears to be rather cursory handling while the industry has been quite active in "ganging up" on Mrs. Witcher to deny her right to equal employment with respect to a non-production white collar job to which she is entitled and for which she would have been hired except for her race. Mr. Flack goes on to point out that she has even been subjected to question about the exercise of her constitutional rights to freely associate with civil rights organizations such as TEAM. In addition, our understanding is that Dow Badishe's secretarial and other office workers are all white or at least substantially all white, even though some 20% of the residents of Anderson County and about 30% of those in the city are Black.

While Mr. Smith stated that your agency is without jurisdiction because Dow Badishe has no Defense contract, and that it was "surprisingly cordial" in view of DOD's lack of jurisdiction, it does appear that its parent, the Dow Chemical Company, has such contracts, that Dow Badishe has a NASA contract and that your Department has an arrangement and full investigative authority with respect to complaints of race discrimination by companies with NASA contracts.

TEAM is particularly concerned that your representative apparently believes that Mrs. Witcher should accept a proffered production job despite her qualifications while whites apparently are not similary treated. And we are especially bothered that this company is permitted to exclude TEAM, the organization which brought this matter forward, from its deliberations with civil rights people for corrective action notwithstanding the requirement of E. O. 11246 for "affirmative action."

C Ford
8/27

As is indicated by Mr. Flack's letter, the Governmental pronouncement on Equal Employment Opportunity becomes meaningless unless it is vigorously enforced at the local level and in full and visible cooperative with appropriate civil rights groups, including the group most directly concerned such as TEAM in this case. There is already fear in the Black community. And if the few Blacks who develop the courage to assert their rights end up with anything short of full and public vindication or with even the appearance of something less than the most vigorous activity by the Government in their behalf -- if the one organization which encourages the exercise of their rights is discredited -- a more serious credibility gap will have been created, reason for the fear will have been demostrated to exist and enforcement of the law, which is essentially complaint-oriented, will be completely undermined.

We are therefore requesting a new investigation of Dow Badishe by a new investigator and a determination that Mrs. Witcher must be hired by this company in the kind of position for which applied, that she must be paid back wages and other compensation for the period during which she was discriminated against on account of race, that this company must forthwith take meaningful "affirmative action," including dealing with TEAM, and including other steps such as those set forth in the enclosed article from a local newspaper and that racial composition of all groups of its employees must, within a reasonable specified time, approximate the racial composition of the geographical area in which it is situated.

Sincerely yours,

Mordecai C. Johnson

2incls:

1. Article - "Civil Rights by S. Porter
   Anderson Daily Mail 8/6/68

2. Ltr. fr. W. P. Flack, 1311 Stevens St.
   Anderson, South Carolina

cc: Dir. Office of Federal Contract Compl.
U. S. Dept of Labor, Wash., D. C.

Mrs. Ruth Simmons Witcher
Mr. P. Flack

MCJ/gg

BEST COPY AVAILABLE

33

Flack . Flack

August 31, 1968

William Patrick Flack-TEAM Aide of Anderson County
Report of my activities beginning with the time I came on board with TEAM, April 19, 1968.

My work started April 22, 1968 with a call on Dow Badische Company. It employs 1,000 people; starting pay is $300, per month. I started with thisplant because it had just begun operations here. As to the plant manager, have attended the program work shop, thinking I had been in the person or process of doing some type of job resating for EEOC on request of Allen Gebler, who had set-up a meeting with Dow. This Company is a hard-nut, they made the statement that outside persons not even the government can tell them who and to reget and hire for their personnel. We have filed a compliant with EEOC and the office of OFC. But as far as any results, not much. Dow have hired a number of Blacks but only about 1% is in up-grading jobs.

Speaking of jobs in Anderson County. There is no job shortage; but there is a shortage of up-grading jobs. This is a general picture of the entire area. Jobs, yes, but service types. Jobs, no up-grading in any of the plants. Oh, there is one or two that have taken jobs but there is a picture of not up-grading Blacks folks.

There is personal clubs that is formed by industry and they meet once a week at the Anderson Country Club. Purpose is to discuss Black folks and Blacks jobs. There is a Executive Club that do the same things and at the same place. This is the thing that makes Negro or Black folks jobs limited. There is still one existance of the white power structure that will hold one if he or she is Black down just to service jobs.

I have visited or called on 65% of theplants in the county and I get the same if not worst reply at each one. TEAM has referred around 265 persons and 78 has been hired. We feel that This 78 would have been hired anyway. They were the fellows and girls out of school and they had to work some where. It did not matter where and what type of work. They really did not have a choice. All the plants starting off pay is $1.60 per hour. But there is plenty of overtime.

We have filed complaint on American Bakeries, Owens-Corning Fiberglas, J.P. Stevens Company, Dow Badische, S.C. Employment Office, Public Welfare Department.The people are not satisfied with their work or jobs but they have been brain-washed, plus EEOC or OFC haven't been effective enough until they are afraid to file for they don't really know what will happen to them. For example, A woman who has been working for $15,00 a week and now she is making about $55.00 per week, she don't and won't file for the fear of loosing her buying power.

Still in the problem of people not filing complaints on their jobs. This woman in question, for example, is still hopeing for someone or the Lord , as she say, will do something for her. She thinks the Lord will lift her burden. But we know it must take people being unrest to get action..But we know the plants aren't trying to comply with the civil rights(Civil Right) Act of 1964. EEOC or OFC or some other agency must look over their obvious forms of deliberate jobs discrimination to the more suble ways in which the majority of U.S. employers deny Black folks and other minorities equal opportunity in hiring on the job training, promotion, employment tests,etc. The ony thong U.S. employers respect is power and authority other than that, they don't care. If EEOC or OFC or any agency would enforce the present laws ehich are on the ~~book or bench~~. This, I think, would be enough but there is not any enforcement so the companies just laught at these agencies. They with the "Lobbliyest" and various connections in Washington, they think that they can get away with what ever they want while at the same time look good on top. While I was at Frogmore, Attorney Finney, X.Jr. told OFC point-blank that they drag their feet and after another party start action, then they try to jump in if they see that they are winning the case. We need more point-blank action and enforcement of the 1964 Civil Rights Act of the U.S. Employers. In fact, we need enforcement of this Act in all fields of education and up-grading training of people for jobs. The MDTA program is a big joke in this area. First thing, there is a group called CAMPS that control all training programs in a area. They desire what programs come in to the area; plus they do even consult with theBlack Community. Then when the programs are all set up and the Black folks there take the training, there is still no jobs for them. The S. C. Employment office only wants to place the Black person in the service-type jobs. I have filed aganist them with no action yet.

Back to the MDTA programs of training and the schools in this area. There are many MDTA programs but they solely do not include the Black folk. Only about 3 per cent is enrolled there. I would like a compliant on TRI-County Tech. In fact I filed a compliant on them but no action as yet. I would like for some agency to see who ever has the MTDA programs, carry them out according to the law.

Also, TEAM have been envoled in the school board #5 intergration steps. So far, we have sent letter to Comm. Howe , also, to the Civil Rights, D W of HEW, Atlanta and it was carried as far as Washington but again as it has been here since 1967. It is put off for another year for them to get ready. How many more years do we have to cnotinue to wait? Here again, I say, enforce the law now!

TEAM has ued just about every agency that we have connections with to up-grade our community. Southern Regional Council sent us some phamplets on "Know Your Civil Rights," etc.

We have asked for a Voter Registrar Project. TEAM has worked with Labor, AFL CIo out of Greenville, South Carolina. Doing research and investigations for them. A. Modley is in charge of the Greenville office. TEAM has been instructive in the community in to getting jobs done and getting such groupes as the Human Relations Group. They have open some doors where-in we were unable to place people to work. TEAM Aide filed a complaint to the Civil Rights division of HEW concerning the Welfare Department in Anderson. Which have one program and aide for Black folks and another for the White. TEAM have been a new "spirit" in the community. People feel that there is some one who care for them and their needs.

Our local NAACP is "tried" down in doing nothing but talk. Afraid to take a stand and call for a type of action. They ask where do we get paid, or legal service, if we protect and need the service, etc. The local NAACP has promised to but haven't taken a strong hold;.so the people are looking else where for action... TEAM was a great factor in electing a Republican Mayor for the first time in the history of the county. Not that TEAM love the party , but the Black man was the issure and we are continuing working for the things that best for our people. The Day-care Center, Head Start has been one thing that is a "sore tore." There have been so many wrong things and we are in weekly contact with OEO. In fact the Civil Rights and Dept of HEW is looking into the Head Start (John Buch) Director is taken. We are intested in the all-over program of OEO. We were sucessful in electing 80% Black Board and appointed a Black Director. Now the white power structure is trying to get the board reappointed by the Governor. TEAM, EEOC, OFC or some agency need to take other steps to bring these things to a head, even bring suits, carry to court. There should be a pernmanent agency to just check around and find out if these companys, schools, etc., is complying with the 1964 Civil Rights Act and if not make recomendations to some agency that can take postive action to correct these injustices. TEAM has filed a letter to the mayor asking for desegregation of peraonnel in all public offices. But action is now what we need.

TEAM Aide has writen a letter to the governor asking that a Black man be appointed to the Draft Board of this county. There are two vacancy on the board. TEAM Aide sent a letter to the department of Agriculture prostesting the hiring of persons for the Food Stamp Program. In the Draft Board case, the board drafts 55 per cent Black each month. And the 55 per cent in the cream of the Black folk. We stated that this is unfair, the rest that left is the work force which isn't trained or haven't had formal traing for jobs. TEAM Aide has writen to several private foundations for training programs for traing these people. These foundations do fund programs in othere parts of the Unites States. The Welfare Department is so bad that the Black folks hate to go in for aid. But TEAM has eased that pressure. There is one white church that claims to be working with the Black folks of the community. We have found that this is not the truth. The church is trying to keep the Black man in his so-called place. The name of the church is Grace Episcopal Church, 711 South Mc Duffie Street, Anderson, South Carolina. The pastor is Rev Edwin B. Clippard of 303 North Main Avenue, Anderson, South Carolina. This particular church is made up of mostly "John Burkes."

He carry out their orders. Most of the executives of the textiles are members of this church. He went so far as to try to organize a Bi-Racial Group consisting of "Good Black Folks" with his white textiles members to compete with TEAM and was one of the ones responsible for the Chamber of Commerce to call TEAM Aide, Patrick Flack in to find out more about what TEAM plans to do about the jobs and up-grading jobs. But TEAM did not "willie" a thing. The old "guard" knows that there is a change going on and want to keep it in check. But this is a new day and people will not be denied rights. But we TEAM must show them where their rights are and how to get them. We had done the hardest thing and we have gotten the first step done.

TEAM has been involed in the housing for low-income in Anderson area. We have gotten the city to condem housed in the eastern section of the city. But we haven't put wnought pressure on City Hall to carry it to the other sides of the city. We need a housing developement and we are working to that end. TEAM Director, Mr. Johnson, has been helpful in sending us materials we can use. The Human Relations Council, which headed the drive on housing, did have some no information until TEAM came along. I would like to have the people to go on a rent strike; but I ~~suggest~~ Object to have services of a lawyer, etc. TEAM suppose or propose that the local caps include legal services, but thelocal lawyers fon not want it. Also, consumer education programs, neighborhood services centers, etc., with thepresent cap and other agency; will have we have that chance . We have a Black new appointed Director and 80 per cent Black board. We can now try to move with some of these programs. All this was done through TEAM and its contacts with ~~out~~ TEAM, where do we go or turn? Look how far behind we would have been! TEAM is also attacking the community and public services for the Black man. But we are <u>spreaded so thin</u> until it is hard to be effective.

Yes, I know jobs in textiles in number one; but these things tires in with the getting of jobs and holding them. There the turn over is high; these is some of the reasons unless we can cut out all the cover-ups; there isn't any use of fooling with a part of it. These are some of the things that people can be motivated by. TEAM is doing its best to organize the community and let them know of their rights, etc. This is a real needy issure in this community.

This is a summary of some of the things that have happen in Anderson County. We could go on trying to explain because there is so much that haven't been said. Again, I must say, TEAM has been a great help in so many ways. "We were once blind but now we see."

Respectfully submitted,

William Patrick Flack

William Patrick Flack, TEAM Aide

Enclosure

P.S. Team is doing A Survey on Anderson & The Black Community. Also Sent each Employer A Copy of what the 1964 Civil Right Act mean.

TEXTILES: EMPLOYMENT AND ADVANCEMENT FOR MINORITIES

TEAM

AN INTERAGENCY PROJECT TO PROMOTE EQUAL EMPLOYMENT IN THE TEXTILE INDUSTRY

COURTNEY SICELOFF
CHAIRMAN OF THE BOARD

MISS JEAN FAIRFAX, CHAIRMAN
FIELD COORDINATION COMMITTEE

MORDECAI C. JOHNSON
PROJECT DIRECTOR

P. O. Box 1015
22-A East Coffee Street
Greenville, South Carolina 29602
(803) 239-9877

August 31, 1968

MEMORANDUM

TO : TEAM Board Members

FROM : Mordecai C. Johnson

SUBJECT : Letter - Anderson Aide, Patrick Flack

The attached report from our Aide for Anderson County for the week ending 8/24/68 probably illustrates better than I can why TEAM just must stay. To pull out now would be disastrous for Mr. Flack and would say to them, "we would rather switch than fight."

August 24, 1968

Report of TEAM Aide - William Patrick Flack
Week of 8-19-68---8-22-68.

I spent the morning of August 19, 1968 checking the local places for workers. Brown Gleen of J.P. Stevens called and wanted four men to start on the job training. After checking out with the usual places and I came up with no one who wanted that job. I did some raiding on other jobs and came up with two men; Rufus Chamblee and Alvin Martin. Odell Alexander who was working with Carolina Junk Yard. I sent them over to the mill. They are scheduled for a physical Friday.

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Charles Smith from EEOC contacted me. He was here to look in to the complaint filed by Mrs Ruthe Witcher aganist Dow Chemical. After a long talk, I had him to see Father Butler also, Bill Lowden. Lowden is new Director of OEO(OEO). Anyway, we supplied Charles with all the information we had on Dow. Charles was to see the manager Wednesday. We want him to stick around and do a little research himself; but it seem that he had to be in Greenville, South Carolina, that night. He was in a hurry to get back. He had a very good picture. What we were up aganist but he offer me encouragement but it would have helped for him to let it be known, shall I say, that he was here on a complaint from TEAM.

You can be sure that all the top guys from all theplants in the area knew. They had a meeting at the Chamber of Commerce with a group of Black people. The reget kind of Black folk. They think TEAM is the wrong kind of and wouldn't invite any of us or any of our associates. Nor OEO workers either. The purpose of this meeting is for the group of referthe kind of Black folk to the plants who want to work just as they say. Above all, ones that wont complain or encourage others to complain. They tried to get TEAM complaint to be at Dow at 10 o'clock Wednesday morning so that it show Smith they were trying TEAM stop that action. Smith didn't do a good job. I don't know if he did not care or sold out ; but one thing for sure, he made TEAM look bad in this area.

Unless something is done and done real quick, TEAM is lost in this area. I mean we are really lost. When I came aboard with TEAM, I was told that TEAM is fearless and wouldn't take a back seat. I was told that TEAM would take one, anyone if they were wrong. This is what I am looking for. Not only for myself, but for the many people who is being wronged every day. I had to stop this report to go down to the Chamber of Commerce. There was some concern about the clippijg I mailed each of the fellows in mostly Industry. They are up set. I was questioned at hearth. Just as the secret police do-who pays me, where it comes from, where do I recieve my orders from, and how often, etc. I didnt answer. I just gave him a copy of the announcement about TEAM and its purpose and board members. Then they asked the question of didnt I think that the local people would and could do a better job about it and more about it. I assur d him I was local but he think that I have gotten my orders from out of town. I have to be questioned they say.

I have noticed in the past few weeks I have had a demand for more money from my creditors and that to the bank has changed it attitude toward me. Also, mu salesmen who work my place have changed their policy toward me. I am beginning to feel a tighting-up presure on me. My credit use to extend fro a month but now it has gone to a weekly basis. So you can see the "noose" is getting a bit tighter each day.

It was stated that I am trying to push intergation to fast. Well, so goes life. One can't close what's due the black man and I can not rest until doors are open and jobs are up-graded. And we be ng in the main stream of things.

I would appreciate anything you can offer in this regard.

Respectfully submitted,

William Patrick Flack

William Patrick Flack

Enclosure

TECHNOLOGY and MANPOWER in the TEXTILE INDUSTRY of the 1970's

Labor Program
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

BULLETIN NO. 1578

U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

27d

D/Jus

TEXTILES: EMPLOYMENT AND ADVANCEMENT FOR MINORITIES

TEAM

AN INTERAGENCY PROJECT TO PROMOTE EQUAL EMPLOYMENT IN THE TEXTILE INDUSTRY

COURTNEY SICELOFF
CHAIRMAN OF THE BOARD

MISS JEAN FAIRFAX, CHAIRMAN
FIELD COORDINATION COMMITTEE

MORDECAI C. JOHNSON
PROJECT DIRECTOR

P. O. Box 1015
22-A East Coffee Street
Greenville, South Carolina 29602
(803) 239-9877

September 5, 1968

Secretary Willard Wirtz
U. S. Department of Labor
Washington, D. C.

Secretary Wilbur Cohen
U. S. Department of Health, Education and Welfare
Washington, D. C.

Secretary Clark Clifford
U. S. Department of Defense
Washington, D. C.

Secretary Orville Freeman
U. S. Department of Agriculture
Washington, D. C.

Bill Seaborn called on 9/11. D/Agri $ is in food stamps but can't touch hiring since DPW E/yees aren't under Agri. suggests: try HEW. Deposit of D/Agri $ in discriminatory bank is matter for D/Treas.

Secretary Henry H. Fowler
U. S. Department of the Treasury
Washington, D. C.

Director
U. S. Office of Economic Opportunity
Washington, D. C.

Dear Sir:

Enclosed is information concerning agencies and concerns in the Anderson, S. C. area receiving funds from, or under contract with, your Department which tends to show discrimination on the basis of race and sex under your jurisdiction and in violation of law. We are requesting that you cause a speedy and thorough investigation of these concerns and corrective action. Your office should feel free to contact TEAM's Aide for Anderson County, Mr. W. Patrick Flack, Rte. 8, Box 247A, Anderson, S. C., telephone (803) CA 4-0078, or me, for such assistance as we can render.

Sincerely yours,

Mordecai C. Johnson

cc: W. P. Flack

MCJ/vt

TEXTILES: EMPLOYMENT AND ADVANCEMENT FOR MINORITIES

TEAM

AN INTERAGENCY PROJECT TO PROMOTE EQUAL EMPLOYMENT IN THE TEXTILE INDUSTRY

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P. O. Box 1015
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Greenville, South Carolina 29602
(803) 239-9877

September 5, 1968

Discrimination in Anderson County, S. C.

TEAM's information is that there is discrimination by the State Employment Service, the Welfare Department and by various private employing concerns in Anderson County, S. C.

All or substantially all professional and clerical employees of the Anderson State Employment Service are white, even though about 20% of the county residents and about 30% of the city's residents and a substantially higher proportion of the local unemployed and underemployed are black. And this office has taken no affirmative action to correct these historic patterns.

In addition, the MDTA program run by the local State Employment Service is apparently discriminatory. For example, the Oakway STEP training program at Westminister, S. C., operated by SES under the MDTA, a program designed for uplifting the poor, (very near Clemson) started a 48-week office occupations training group in September 1967 with over 30 persons. Only 2 of these were black. The whites had a very high dropout rate, largely to accept job offers even without completing the training, with the result that only about 10 of the whites graduated in early August 1968.

The recruitment and placement efforts are white oriented and inadequate with respect to blacks. Fully 100% of the blacks who graduated - - all both of them - - have not found, or been found jobs, while at least some of the white graduates have even turned down job offers, thus suggesting discriminatory recruitment, job development and job referrals by the SES and MDTA programs.

The Staff - - teachers, counselors and recruiters - - was all white. In one case (July, 1968), a counselor, Mr. Browning, advised a black trainee to quit working with civil rights groups and letting herself be "used" by "different organizations" if she wanted a job.

This trainee had exercised her legal right, as explained by TEAM, to file a complaint of race discrimination. She was also questioned by this counselor, for example, about the extent to which she had helped integrate the public schools.

In addition, it appears that blacks have held strictly to the rules in that they are required to be demonstrably poor to get in the MDTA funded STEP program while whites are taken into the program and paid for attending classes even though they do not meet the poverty requirements. For example, one white trainee was single and living with her father, a plant foreman, and mother, a fiberglass company employee, and was paid a trainee allowance plus mileage from Starr, S. C. to the STEP centers. She has declined job offers. Another white trainee from Westminister was living with her husband and they were buying a home. She was paid for taking the MDTA training and, in addition, a job was found for her even before she conpleted the training. A thorough investigation by your Department would probably reveal more of this and further establish patterns of discriminatory practices. Both black trainees met the poverty standards and the officials responsible for placement have not placed either of them as of the date of this writing, almost a month after the course has been completed.

The effect of this kind of treatment of black folks involves more than theoretical vindication of abstract constitutional and legal rights. Rather it involves a question of survival, as is shown by the Witcher case.

Mrs. Ruth S. Witcher, the black trainee to which I have referred, 1405 Benjamin St., Anderson, S. C., telephone (803) 226-0165 is a 1957 honor graduate of a local black high school. She is 30 years old, a divorcee and a mother of 4 children, ages 6 - 12. For 3 years, between 1962 and 1964, this honor graduate had no choice but to work as a cook for Holiday Inns for $50 per week and without a raise in pay. Thereafter, between May 1964 and September 1967, she worked as a press operator for the Singer Company for $1.55 to $1.70 per hour. TEAM's Aide for Anderson County, Mr. W. Patrick Flack, Rte. 8, Box 247A, Anderson, S. C., telephone (803) CA 4-0078, encouraged Mrs. Witcher to enter the STEP training program. She enrolled, made a "B" average, and was paid $66 per week, including travel allowance. When the course ended, she sought employment to use her training. The Welfare Department required that she take a merit examination in Columbia, over 100 miles away and led her to believe that if she passed, she would be hired on its all-white secretarial staff. She took the test - - at her own expense - - and passed with a score of 79.13 (the passing score is 70). The local Welfare Director never called her and she was unable to reach him by telephone. She visited the office but was not hired. The Director told TEAM's Aide upon inquiry, that new office workers must be acceptable to present office workers and Mrs. Witcher was not acceptable. In a subsequent conference with TEAM's Aide and me, the Welfare Director stated that in 1964, when he took the job, he had delegated hiring of office workers to the top secretary and in answer to questions, stated that no black girl had been recommended to him for hiring in his four years. He also stated that

the board's result policy is to hire the secretary with the highest score on the merit examination - - without regard to race; that a white lady, Mrs. Judy Edmonds, was on top with a score of 85 so she was hired, that he would make the next offer to a black lady who made 80, and that Mrs. Witcher, with a score of 74, he believed, was on bottom for the junior stenographer job here involved - - $3725 per year or $143.26 per week. In any event, we believe that the job was given to a white person who applied after Mrs. Witcher. (It also appears that since TEAM has been in the area, the Welfare Department has for the first time in its history, recently hired two black field workers, one of whom apparently is extremely over-qualified. We understand that, unlike white applicants, the black applicants were required to go before the board before being hired.)

The Welfare Department job for which Mrs. Witcher is now under consideration is in the Food Stamp program - - new to Anderson County. However, the Welfare Department proposes a contractual or agency arrangement, with the State Bank and Trust Company. Under the arrangement, the bank would be paid at a rate of $1 per food stamp client served, pursuant to orders and referrals by the Welfare Department, up to $300 per month - - enough money to hire an additional girl. Yet, as far as TEAM is aware, this bank is consistent with the pattern in the local banking industry - - all white or substantially all white in staff and takes no affirnative action to change the pattern as a condition to reviewing these public funds. (Another local applicant for this progaram is the Citizens and Southern (C&S) bank which later withdrew its application when it experienced in a Florence, S. C. branch what it considered insufficient profits after more than 300 clients per month were served there. TEAM understands that it nevertheless serves as a depository for Federal Funds used in the OEO funded Headstart program, and that in any event, it too is all-white or substantially so.)

In the meantime, Mrs. Witcher has applied for work with numerous other concerns without avail. See attachment #1, letter to "Different Plants, this area," and attachment #2, "person records. . . ." With TEAM's assistance, she complained of race discrimination by the Dow Badische Company and, after an investigation by the Defense Department, TEAM complained to that Department in Mrs. Witcher's behalf. After the Dow Badische complaint, it appears that the "word has been passed" among local employers with the results that the local job market is closed to Mrs. Witcher. For example, the J. M. Fields Company (Mr. Finley) sent for her but later told her the job applied for had been "filled." At La France Industries, a subsidiary of Riegel Textile Corp., Mr. Harris of the personnel office found her acceptable to work as a clerk in the dye department but hwen she saw the supervisor, he concluded that she appeared to be "too young" for work in this all-male department. True Temper Corp. (making fishing equipment, Messrs. York and Riddle) was hiring, blacks, including clerical workers, reputedly via Governmental suggestion, but when Mrs. Witcher applied she was told that all its

jobs, clerical and production, were "filled." The Lowenstein co,pan y (Mr. Joe Lyons) at a Priest's request, agreed to interview her but when she arrived Mr. Lyons was stated to be in a meeting. The secretary saw Mrs. Witcher and gave her a plant tour and Mr. Lyons later called and said they "couldn't use" her. The J. P. Stevens (Textile) Company, Appleton Division, (Mr. Brown Glenn) at the request of a Human Relations Council member, interviewed her for an opening and later called and said the job was "filled."

A Welfare Department representative told her first that she could not get ADC help because she was drawing the stipend for school and later that she was ineligible because "capable of working." (TEAM has now assisted Mrs. Witcher in applying.) A State Employment Services representatives told her she could not get unemployment compensation because she had too recently finished the MDTA training sponsored by SES.

Her rent was about 4 weeks in arrears (for the first time in 4 years) and she received an unsigned demand to "pay up and move." (attachment #3.)

On the basis of the foregoing, it would seem that the law Titles VI and VII of the Civil Rights Act of 1964, the Executive Orders on Government contracts, to mention a few - - has been and is being flagrantly violated and TEAM requests a speedy investigation and corrective action by your Department of the matters referred to which are within your jurisdiction.

Zeror. Copy to EEOC. WCCR D/Sus 7 10.k

27 h

September 9, 1968

Miss Constance Curry
American Friends Service Committee
Room 501
41 Exchange Place S. E.
Atlanta, Georgia 38303

Dear Connie:

It was good for Mrs. Ruth S. Witcher and me to talk with you this morning and to learn that you intend to do what you can toward her receiving a grant of about $55 per week.

By now, you should have a copy of my letter to various Federal Agencies which sets out Mrs. Witcher's plight as we knew it then.

Just to fill in the picture -- Mrs. Witcher is convinced, as are Pat Flack and me now, that she is the subject of a "non-employment conspiracy" in Anderson County.

She was called Monday by her counselor from the State Employment Service and again told that he had heard she was involved with "some organizations" was unknowingly being "used," and should stay away from organizations. He referred her to the W. T. Grant Company (achain store) fof work and cautioned her to "go alone."

Mrs. Witcher, who had no transportation money, got a white Catholic doctor's wife from the Human Relations Council's Employment Committee, Mrs. Guida, to take her. Mrs. Guida had taken her to other job interviews. Also she gave Mrs. Witcher a little money.

When they arrived, Mrs. Guida talked with the personnel director, Mrs. Ruth Singleton, while Mrs. Witcher took a test and completed some forms. When this was over, Mrs. Witcher was told to come in at 2:00 p. m. (Tuesday) to start working in the credit department. She worked Tuesday, 9/3/68 and Wednesday 9/4/68 without incident.

On Wednesday night, the Human Relations Council met and Mrs. Guida reported this success. A few persons were noticed wisperong and discussing this

C heard

development. In any event, the boom fell the next day.

Thursday morning, all seemed well. Mrs. Witcher had developed a good working relationship with her boss the credit manager, Mr. Jacobs. They posted mail, telephoned delinquent accounts, discussed the store's expansion and the amount of new credit involved, etc.

After lunch, Mrs. Singleton questioned Mrs. Witcher about who's Mrs. Guida and about 6:00 asked Jacobs to come to a meeting. Thereafter, about 9:00 p. m., Jacobs -- who had previously told a white part-time girl she might lose her job because Mrs. Witcher and another full time person had been found -- called Mrs. Witcher in and announced that "we have to let you go. We can't afford to keep you, either full time or part-time. Mr. Harrell (the manager) and Mrs. Singleton (the D/pers) told me to tell you we can't use you."

To top this off, our grapevine has it that Dow Badishe has persuaded the local Chamber of Commerce that TEAM is bad boys and they propose to set up competition for TEAM. In addition, they've circulated a letter to the effect that TEAM is naughty and anyone who deals with TEAM (Employers and job seekers) is naughty. Thus, Mrs. Witcher, other potential employers, TEAM and local black folks have got a little problem.

Our aide has began to feel the pinch. A couple of weeks ago he got a business competition. A few days ago, he got another. A creditor has asked him to pay b the week rather than monthly as before. Another wants to collect cash on delivery. Short term loans are getting hard to get. He has been visited recently by the State Tax people, etc.

So - o - o - o

I suppose my major regret is that the whole thing didn't come up 2 or 3 months ago before TEAM was gasping for life. I'd love to publicly expose the backroom conspiracy and mix in a little pressure, local and national, including a little direct action -- and watch the Dow Chemistry brew.

Sincerely yours,

Mordecai, C. Johnson

MCJ/gg

cc: Miss Jean Fairfax
Suite 2030
#10 Columbus Circle
New York, N. Y.

cc: Mr. W. Patrick Flack
Route 8, Box 247-A
Anderson, South Carolina

P. S. I wish I were as light hearted as I'm trying to sound, but I ain't. Fact is, this one weights pretty heavily. There's too much at stake here for laughing -- except to maintain sanity.

TEXTILE INDUSTRY FOLLOW-UP PROGRAM

Statement for Report Meeting
September 16, 1968

Following the Textile Forum in Charlotte, North Carolina, January 12-13, 1967, the Textile Task Force developed a one-year follow-up program. The program involved the Equal Employment Opportunity Commission and several Government, State and private agencies. The projected activities of the participating agencies included as follows:

1) EEOC (Title VII of the Civil Rights Act of 1964)

   (a) Referral of selected textile companies to the Department of Justice for 707 suits.

   (b) Selection of other companies against whom Commissioner Charges would be filed.

2) OFCC (Executive Order 11246)

   Referral of the 10 largest textile companies (holding Government contracts) to the Office of Federal Contract Compliance for compliance review.

3) Technical Assistance Visits

   Selection of 100 companies in North Carolina for technical assistance visits by the North Carolina Good Neighbor Council, and 100 textile companies in South Carolina for visits by the Atlanta Regional Office of the Equal Employment Opportunity Commission.

4) Federal Inter-agencies (Title VI of the Civil Rights Act of 1964)

   Identification of all Federal agencies which administer loan or grant programs and request review of their existing and pending commitments in the Carolinas.

5) Community Support - Private Agencies

   Having determined that such community level activities as stimulation of applicants for jobs in textiles could best be

handled by private rather than public groups, it was decided that the several interested private organizations having significant programs in the area of employment would undertake this function. To this end, a consortium of private groups operating in the Southeast formed an agency known as "TEAM". The project name is derived from these words: "Textiles: Employment and Advancement of Minorities." Their goal was to work at the community level in encouraging black applicants for jobs in textile mills; stimulating those qualified to seek skilled and up-graded positions; and to promote specialized training among black youth in the textile skills.

The Office of Technical Assistance, EEOC, was designated to coordinate the follow-up activities of the several Federal, State and private agencies.

(a) Coordination

It was agreed that all participating agencies would phase their special efforts in such a way as to achieve maximum impact for new job opportunities for minorities in the Textile Industry in North and South Carolina.

(b) Reporting

It was agreed that the several participating groups would report periodically (every 4 months) to the Coordinator, who would share with each group the progress shown by others. It was also agreed that at the conclusion of the one-year period of the follow-up program that the Office of Technical Assistance would convene a final reporting - re-assessment meeting to determine the successes and failures of the several techniques employed in the follow-up effort. At that time we would decide whether a final report would be issued.

1st ~~[illegible]~~ of EO-1
1st inter-agency approach

Department of Justice

FOR IMMEDIATE RELEASE
FRIDAY, SEPTEMBER 20, 1968

The Department of Justice today charged Parke, Davis & Company, a major pharmaceutical firm, with employment discrimination against Negroes in plants at Detroit and Ann Arbor, Michigan.

Attorney General Ramsey Clark said the civil complaint, filed in United States District Court in Detroit, asserted a violation of the Equal Employment Opportunity section of the 1964 Civil Rights Act.

The suit said Parke, Davis gives hiring preference to persons referred by or related to current employees, most of whom are white, rather than to walk-in applicants, most of whom are Negroes.

The firm also makes no effort to recruit and hire Negro clerical and professional employees on the same basis as white applicants, the suit said.

Parke, Davis employs about 150 Negroes out of a work force of about 3,000 persons in Detroit, and about eight Negroes out of 470 persons employed in Ann Arbor the complaint asserted.

The suit asked that the company be forbidden to continue any of the alleged discriminatory practices and be required to recruit and hire Negroes on the same basis as white persons.

Parke, Davis has headquarters in Detroit and operates manufacturing and sales facilities throughout the United States.

Thirty-one employment discrimination suits have now been filed by the Department since passage of the 1964 Act, including 21 this year.

Picked up at Nixon rally in Greenville, S. C. on Oct. 4, 1968

Textile & Apparel Job Protection Assured By Nixon

Senator Strom Thurmond Gets Telegram From Nixon

CLASS OF SERVICE
This is a fast message unless its deferred character is indicated by the proper symbol.

WESTERN UNION
TELEGRAM ®

SYMBOLS
DL = Day Letter
NL = Night Letter
LT = International Letter Telegram

The filing time shown in the date line on domestic telegrams is LOCAL TIME at point of origin. Time of receipt is LOCAL TIME at point of destination

As you know, my associates and I are continuing our evaluation of factors bearing on constructive development of the total U. S. economy in the years ahead. Among these factors is the ability of private enterprise to achieve real growth, thereby contributing most effectively to job preservation and opportunity. One such consideration involves the impact of dramatically increasing imports on the 2.4 million people directly employed in the Nation's textile and apparel industries and the countless additional thousands involved directly or indirectly in related activity.

Knowing of the concern you have demonstrated in these industries and their employees, as evidenced by your support of legislation designed to encourage orderly textile and apparel trades, I thought you might like to have my views on the subject.

★ **The Johnson-Humphrey Administration has failed to carry out the Program initiated by President Kennedy and reaffirmed less than four years ago. At the same time, it has permitted much of the rest of the world to establish or maintain barriers to the products of our industry while we have provided foreign textile and apparel producing nations virtually unlimited access to our markets.**

★ **As President, my policy will be to rectify this unfair development and to assure prompt action to effectively administer the existing Long-Term International Cotton Textile Arrangement.**

★ **Also, I will promptly take the steps necessary to extend the concept of international trade agreements to all other textile articles involving wool, man-made fibers and blends.**

Our goal will be the creation of an environment which will encourage job-creating growth of the domestic industry while permitting imports to participate fairly and in an orderly fashion in the future expansion of the domestic market. Opportunities for our own industries to participate on a reciprocal basis in the future expansion of textile and apparel markets in the rest of the world also must be assured.

Minus such an overall policy, I am convinced that the potential for tens of thousands of new jobs in these industries will be jeopardized. On the other hand, the program to which I am committed will provide this vast industrial-agricultural-fiber complex far-reaching opportunity for employment of American citizens in both rural and urban communities where jobs are needed most.

Richard M. Nixon

The above is printed in full from a telegram from Mr. Nixon to Sen. Thurmond.

★ THIS IS EVERYTHING S. C. HAS ASKED TO PROTECT: Textile and Apparel Jobs, & Prevent Short Weeks & Layoffs For Workers

Thurmond Speaks For Nixon-Agnew Committee
Bobby Richardson, Chairman
P. O. Box 11111
Columbia, S.C. 29211

RICHARD NIXON

NIXON FAVORS LOCAL SCHOOL BOARDS

TEAM over

HITS HEW & COURTS

Reprinted from:

The Charlotte Observer

Nixon Raps HEW On Schools, Favors 'Freedom Of Choice'

By PAUL JABLOW
Observer Staff Writer

Richard M. Nixon said Thursday that, "I look with great concern whenever I see federal agencies or courts trying to become local school boards."

In an interview with WBTV of Charlotte and WFMY-TV of Greensboro, the former vice president criticized the federal Department of Health, Education and Welfare (HEW) for its application of school desegration guidelines and for using federal funds as a way of forcing its wishes.

"There has been too much of a tendency," the Republican presidential candidate said, "for both our courts and our federal agencies to use the whole program of school integration for purposes which have very little to do with education and which do not serve a very useful purpose."

Nixon, who left Charlotte Thursday for New Orleans after campaigning here Wednesday afternoon, said he supports the 1954 U.S. Supreme Court ruling prohibiting school segregation and favors "freedom of choice" plans that are not just "used to perpetuate segregation."

But he also spoke against busing children to achieve racial balance and said that most school districts could solve their problems on the local level. He said that when HEW withholds money from a school district only because it is violating HEW guidelines, "that activity should be completely examined, and, in some cases, rescinded.

"I wouldn't want to see a federal agency punish a local community," he said.

Nixon added that he has no timetable for nationwide school integration other than to "move forward on a basis that puts primary emphasis on the quality of education." He said that busing slum children to schools in wealthier areas is useless because "they are two or three grades behind, and all you do is destroy their ability to compete."

Reprinted in part from:

U. S. News & World Report

HOW NIXON SEES THE PRESIDENCY:

BUSING OF CHILDREN

Q: (A North Carolina delegate on the racial problem in the South.) "Can you say that you favor forced busing of schoolchildren for the sole purpose of racial integration?"

Nixon repeated the question for the benefit of delegates in the rear:

A: "This is a problem in the North, too. This nonsense to the effect that this problem exists only in the South of the United States—we're now learning that this is a national problem, and I'm going to talk national. I don't believe you should use the South as the whipping boy or the North as a whipping boy.

"My feeling is this: I think that busing the child—a child that is two or three grades behind another child and into a strange community...I think that you destroy that child. The purpose of a school is to educate. That is what we have got to do. We have got to educate them, and I don't believe in that manner of approach.

"And there is one other thing that I would like to say with regard to the courts of this land...I think it is the job of the courts to interpret the law and not make the law." (Applause)

FOR THE LOCAL SCHOOL BOARDS

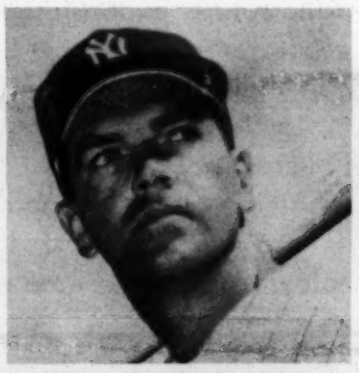
"I know there are a lot of smart judges, believe me—and probably a lot smarter than I am—but I don't think there is any court in this country, any judge in this country, either local or on the Supreme Court—any court, including the Supreme Court of the U.S.—that is qualified to be a local school district and to make the decisions as your local school board.

"In any event, I think you have got to have that kind of understanding. What we have to understand is—in this whole field of education—is that we have got to have more and more emphasis on the primary purpose, which is education.

"That is why...instead of talking about billions more for federal jobs and federal housing, federal laws...I'm talking about building bridges to human dignity. I'm talking about remedial uses, about opportunities, about motivation. That is the way we get on with this subject—rather than simply in terms of, well, rather than to try to satisfy some professional civil-rights group, or something like that, that we will bus the child from one side of the county over to the other."

STROM THURMOND
Senator, United States Senate

GENERAL MARK CLARK
U. S. Army (Ret.)



BOBBY RICHARDSON
Former 2nd Baseman, N. Y. Yankees

J. ELLIOTT WILLIAMS
The United States' Most Decorated War Hero

These Courageous South Carolinians Ask You To Make Your Vote Count Nov. 5!

******

VOTE NIXON FOR PRESIDENT

GUARANTEED INCOME
(continued)

mately $2,000 yearly for a family of four. These levels are higher than the present Aid to Families with Dependent Children (AFDC) benefits in all but eight states. In those states, welfare programs would continue to supplement the basic federal benefit so that no recipient would be worse off.

Since the benefit would be reduced by 50 percent of earnings, families of four would continue to receive a declining benefit until their earnings reached the break-even point of $4,000, after which all benefits would cease. Therefore, the program not only would aid the destitute; it also would assist the working poor, encouraging them to earn more.

Since the benefit would be uniform nationally (with the exception of the few states which would need to supplement it to the extent of their present welfare levels), the rural poor would be discouraged from swelling urban slums. An income of $2,000 yearly for a family of four is barely subsistence in New York, but its impact would be revolutionary in Mississippi—not because the cost of living is that much higher in New York, but because poverty is so much worse in Mississippi.

'Leakage' problem

Why $2,000 yearly and not the full poverty line of $3,000? Principally because the increase in cost would be astronomical. A base benefit of $2,000 — which would improve the income of 80 percent of present welfare recipients and would supplement the income of nearly all poor people now outside the welfare system—would cost the taxpayers $4.1 billion yearly more than present welfare programs. But a base benefit of $3,000 (with a break-even point of $6,000) would cost an additional $20 billion.

The higher the base benefit, the greater is the "leakage" of funds to beneficiaries who are not really poor. With a benefit of $3,000 for a family with no other income, and a reduction rate of 50 percent on earnings, it would take earnings of $6,000 to entirely deplete the benefit.

Therefore, either the base benefit or the reduction rate (which provides the work incentive) must be sacrificed to avoid the expenditure of vast sums to subsidize the incomes of the nonpoor. Since there is not an unlimited amount of money, a program with a lower base benefit of $2,000, costing only about $4 billion extra yearly, nearly all of which would benefit the poor, seems preferable to a program which would benefit poor and nonpoor alike at a much greater cost.

It is more effective policy to spend additional funds on job creation, education, and social services than to use them for wider general income maintenance.

The debate between advocates of income maintenance and job training is an artificial one. A strategy to abolish poverty requires both—jobs for those who can work and an efficient income-maintenance program for those who cannot work or who cannot find work at a living wage.

The premise of the income-maintenance program is that most people want to improve their incomes, if jobs are available. Income maintenance is not a substitute for jobs; it is a substitute for an outmoded welfare system.

Conservative ideals

Will Congress go along? Income maintenance, when contrasted with welfare, is hardly a radical proposal. On the contrary it is more efficient administratively; it is less destructive of the work ethic; and it encroaches less on the liberty of the recipient — all rather conservative ideals.

A National Commission on Income Maintenance is studying the problem, and the Office of Economic Opportunity has just begun making the first round of payments to recipients in a pilot program in New Jersey.

If the nation can find an early respite from war, so that the new administration has the time and the budget to give income maintenance fuller consideration, the next president, Democratic or Republican, will undoubtedly recommend some form of the plan to Congress.

—Tues., Oct. 8, 1968 Los Angeles Times.

'Casual' Dock Workers Lose in Hiring Protest

Labor Relations Board Rules That Striking Workers May Be Given Temporary Jobs

BY HARRY BERNSTEIN
Times Labor Editor

Striking workers in Southern California can continue to get temporary jobs on the waterfront despite efforts to block them by a group of militant Negro longshoremen, it has been ruled in a precedent-setting decision.

The National Labor Relations Board in Washington, D.C. upset an earlier ruling by NLRB trail examiner Howard Meyers who found that Harry Bridges' International Longshoremen's and Warehousemen's Union Local 13 and Pacific Maritime Assn. discriminated against "casual workers" in the harbor in favor of strikers.

The ILWU has had a system of helping strikers for years and had the protesters won, they might have collected up to $1.5 million.

But the NLRB held that there was no evidence to show the strikers are given longshore jobs because they are union members.

Not Full-Fledged

Strikers, both white and Negro, get the preferential treatment "only because strikers and these unemployed are, on the whole, more dependable and better workers than casuals," the NLRB ruling said.

"Casuals" are men who make a parttime income from harbor jobs but are not full-fledged members of the ILWU.

The NLRB said that casuals "frequently do not show up for the jobs or arrive late to work. Also, casuals sometimes sell the jobs they do receive . . ."

But strikers assigned to these temporary jobs have better work records, the NLRB said.

Clearly, the system is designed to help other unions, and ILWU President Harry Bridges calls this help to strikers "nothing more than good, sound trade union policy."

The NLRB trial examiner had found that the union and management violated federal labor laws "by favoring union-sponsored striking employes over casual dock workers in assigning waterfront jobs."

28,000 Jobs Filled

First priority on all waterfront jobs goes to regular registered longshoremen. But in a recent nine-month period, 28,000 jobs were filled by strikers in the Los Angeles area, although casual workers were available.

The system of preferential treatment to strikers was challenged by CORE (Committee on Racial Equality) and a newly formed Los Angeles Harbor Casual Assn.

The legal action was brought by a group of Negroes who have been working on the waterfront as casuals.

The association charged that the procedure of denying regular employment to casuals "denies them basic working rights."

Casuals get no sick benefits, no vacation pay, and are discriminated against in being promoted to the regular registered lists of longshoremen who are guaranteed jobs under the union contract, the association said.

The first protests were filed in 1965, and the association claimed that "the ILWU dispenses jobs to favorite sister unions and other people they wanted to favor, giving them jobs when men with up to 18 and 20 years experience were denied work . . ."

TEAM

WALL STREET JOURNAL OCT 15 1968

NLRB's Ruling That Stevens Used Unfair Labor Practices Is Let Stand by Justices

By a WALL STREET JOURNAL Staff Reporter

WASHINGTON—The Supreme Court let stand a second National Labor Relations Board ruling that J. P. Stevens & Co. engaged in "massive" unfair labor practices to discourage union organizing at its textile plants in North and South Carolina.

In other labor matters, the Supreme Court:

—Agreed, in a case brought against the United Auto Workers union by four members, to decide whether a union may fine members who exceed production quotas fixed by the union.

—Said, in a case involving ground rules for union organizing in the banking industry, that a union can get a foothold in a bank by organizing one or more of its branches where the union doesn't claim a majority of all a bank's main and branch office employes.

—Upheld a civil contempt citation against the United Mine Workers union for disobeying a prior Court order forbidding violence in UMW organizing drives.

In the specialized area of transportation labor cases, the High Court:

—Agreed to decide the rights of minority unions in rail mergers where rival union claims are involved.

—Refused to block a Labor Department investigation of the Seafarers International Union.

—In effect ordered an election among certain Pan American World Airways and Braniff Airways employes to decide whether they will be represented by the Teamsters union or the Brotherhood of Railway, Airline and Steamship Clerks.

—And let stand a lower court's dismissal of a $29 million damage suit brought by former Eastern Air Lines flight engineers against the Air Line Pilots Association.

J. P. Stevens Case

The first NLRB decision against J. P. Stevens & Co. grew out of the 1963 campaign of the Textile Workers Union to organize about half of Stevens' 43 plants in the Carolinas. The board ruled that Stevens fired 71 workers for their union activity and that it made threats of reprisals or promises of benefits to certain other employes. The NLRB ruling was upheld by an appeals court and the Supreme Court in 1967 refused to review the case.

The second NLRB ruling stemmed from charges that Stevens, in 1964 during the board proceedings on the first case, continued to discharge workers and engage in other unfair practices. The board ruled last year that Stevens in 1964 discharged 13 workers who had supported the union or testified against the company during the first case. Because of what the NLRB termed the company's "extensive" unfair practices, the board took the unusual steps of ordering Stevens to stop the practices, to post copies of the order in all 43 plants, to mail copies to all employes of these plants and to grant the union access to plant bulletin boards. The board also ordered the 13 workers reinstated with back pay.

Stevens appealed the 1967 ruling and an appeals court upheld the NLRB. It was the appeals-court ruling that the Supreme court declined to review.

UAW Fines to Be Reviewed

The case against the United Auto Workers was brought by four machine operators employed by Wisconsin Motor Corp., a Milwaukee heavy-duty engine maker that is controlled by Ryan Aeronautical Co. The four were fined $50 to $100 by the UAW for exceeding certain production quotas—quotas that have been in effect for some years to restrict incentive pay for piece work. The workers said the quotas and fines inhibit "the employe from earning the money the employer is willing to pay." The UAW, on the other hand, said the quotas prevent bitter contests between workers and prevent employer attempts to speed up production.

The NLRB dismissed the workers' complaint and a Federal appeals court upheld the board. The Supreme Court agreed to review the appeals court's action.

Banking-Industry Case

In the banking-industry case, the Supreme Court in effect affirmed an NLRB decision by declining to review an appeals court ruling that backed the board. This issue grew out of a dispute involving the Banco Credito y Ahorro Ponaceno, a large bank with its home office and 31 branches in Puerto Rico. Three unions petitioned the NLRB for representation elections among the bank's employes at two separate branches and at a group of 13 branches in and near San Juan.

The NLRB held that a single branch or the 13-branch group constitutes a legal bargaining unit, as no union had claimed the right to represent the bank's entire work force. The ground for the ruling was that branches are individual operations in that branch managers recommend hiring and firing, authorized overtime and make certain other local decisions. An appeals court affirmed the NLRB.

The Puerto Rican bank, in asking Supreme Court review, asserted that union organizing activity in the banking industry "appears to be accelerating in tempo" and its case "will have general significance as a precedent shaping the pattern of employe representation" in the banking industry.

Mine Workers Ruling

The case involving the United Mine Workers stemmed from a 1960 court decree entered in an NLRB action. The decree ordered the UMW, its District 30 and their officers to refrain from coercion and the use of threats and violence in organizing coal miners.

The NLRB in 1966 went back to a Federal appeals court requesting that the UMW and district 30 be held in contempt of the 1960 decree. The 1966 request related to UMW attempts to organize employes of Terry Elkorn Mining Co., Mahan Coal Co. and Harry Wright Construction Co., all located in Kentucky. The board, in asking a contempt citation, alleged rock-throwing incidents, assaults and explosions at the Kentucky properties.

The appeals court held the UMW and District 30 in contempt and ruled that if the violence continued the union would be fined $25,000 plus $1,000 daily until the violence was ended. It was this ruling that the Supreme Court refused to review.

Rail-Labor Review

The rail labor case that the High Court will decide later this term involves a dispute between the Switchmen's Union and the Brotherhood of Railroad Trainmen on the Erie Lackawanna railroad. The Switchmen's Union for many years represented yard foremen, switching crews and certain other employes of the old Delaware, Lackawanna & Western Railroad. The Brotherhood represented similar employes of the old Erie Railroad. When the two roads merged, the Brotherhood by majority vote won the right to represent the combined work force.

In 1967 the Erie Lackawanna and the Brotherhood signed a new contract providing for mandatory membership in the Brotherhood for all such workers. Minority Switchmen's Union members then sued for an injunction against the new contract.

A lower court enjoined the Brotherhood and the railroad from firing any employe who belongs to the Switchmen's Union and refuses to join the Brotherhood. The Brotherhood sought Supreme Court review of the lower court's ruling.

Seafarers Investigation

By declining review of another lower-court decision, the Supreme Court refused to stop into Government investigations of the Seafarers International Union. According to Government and union briefs filed with the High Court, the Justice Department has been investigating the Seafarers Union in connection with certain criminal activities that allegedly took place in Chicago between 1962 and 1964. The Labor Department, on learning of the Justice agency's investigation in 1966, opened its own investigation to determine whether the union violated any provisions of the Labor-Management Reporting and Disclosure Act.

The Labor Department told the Supreme Court that such violations might include failure to report financial information, filing of false information or mishandling of union funds. The department subpoenaed certain records and the union complied.

However, the union sued to enjoin the Labor Department investigation, alleging that the department was using its investigative authority to secretly gather evidence for the Justice Department's criminal investigation. The suit asserted that the powers of the two departments derive from separate statutes and that the alleged cooperation violated the Seafarers Union's constitutional rights.

A Federal district court and an appeals court refused to enjoin the Labor Department, and the Supreme Court denied the union's plea that it review the lower-court actions.

Pan Am and Braniff Elections

The case involving office and clerical employes of Pan Am and Braniff pits a challenger, the Teamsters union, against the union that long has represented these workers, the Brotherhood of Railway, Airline and Steamship Clerks. The Teamsters in 1965 applied to the National Mediation Board for a new representation election among Pan Am employes. Two inconclusive votes were taken at Pan Am. Then, in 1967, the Teamsters applied for an election among Braniff employes.

The Clerks Union took the position at both airlines that it didn't want its name on the ballot. But the board decided that the only way to clearly determine employes choice between the two unions was to put both the Teamsters and Clerks on the ballot so employes could chose. The Clerks obtained Federal district court injunctions preventing the board from proceeding with the elections. An appeals court reversed the action, holding that the district court should have dismissed the Clerks' complaints. The Supreme Court refused the Clerks' plea that it review the appeals court decision.

Flight Engineers' Suit

The former flight engineers' damage suit against the Air Line Pilots Association similarly fell because the High Court declined review. The suit stemmed from the prolonged dispute between the ALPA, which is the bargaining representative of pilots throughout the airline industry, and the Flight Engineers International Association. The dispute, which led to two strikes against Eastern by the flight engineers, was over the pilot qualifications and representation of flight engineers aboard large jets. Ultimately, Eastern offered pilot training to individual flight engineers, and the ALPA won an election to represent such engineers.

A number of former Eastern flight engineers then sued for reinstatement of their jobs as well as $29 million in damages. A lower court dismissed the suit.

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WASHINGTON WINDOW

Social Responsibility Important In Government

Oct 11, 1968

The other day, Secretary of Defense Clark M. Clifford made an unusual speech before the National Security Industrial Association on what might be called the social responsibility of Government, notably his own department whose budget has such an enormous impact on national life.

The speech was fairly well reported, but carries far greater implications, notably for the labor movement, than appear on the surface.

Clifford recalled former President Eisenhower's warning against "the military-industrial complex" whose control over billions of dollars each year must deeply influence the direction in which the economic — and even the social — life of this country must go. Clifford contended that the dangers Eisenhower warned against have been avoided, but he raised, nevertheless, the question of whether this vast military-industrial complex is being used as much as it could be for socially desirable ends, as well as national security ends.

Clifford thinks that the Department of Defense "is not doing enough to promote in a positive way those aspects of our national life which are so essential to the preservation of our fundamental institutions." Justice ... general welfare ... blessing of liberty ... these are goals which he thinks ought to interest the Department, as they do the rest of the government itself.

"I believe," he continued, "that we in the Department of Defense have not only a moral obligation, but an opportunity to contribute far more to the social needs of the country than we have ever done before."

In a Department that spends up to $80 billion a year, the letting of contracts, of course, can have a profound influence on the life of the country. Should these contracts be let purely on a competitive basis, or are there other aspects involved?

"Some might ask this question," Clifford continued: "Are you attempting to say that a defense contract should consider not only the best weapon that can be purchased for the cheapest price, but also whether the measurement of social utility should be included in the contract award decision?"

Clifford added that he was not making such a statement as of now — or whether this would necessarily be a wise course — but he contended that there are, nevertheless, major areas of national concern in which the Department of Defense could do more: education, housing, health and hospital care, employment...

He said that he was calling on the top officials in the Department to come up with proposals of how the Department could best contribute to the general welfare through its operations, adding that he hoped to present such recommendations to the new administration in January.

Clifford's thought - provoking speech, with its concession that government contracts have social as well as purely cost consequences which should at least be examined, echoes a thought familiar to the labor movement.

The Secretary made no mention of specific contracts, but organized labor has not been so reticent in this area. It has held, and has stubbornly called for, a government policy that would deny immense Defense Department contracts to corporations which have long thwarted public policy in their treatment of labor.

The J. P. Stevens case is a prime example. Already found guilty by the NLRB at least four times of unfair labor practices in preventing its workers from organizing, the Stevens Textile chain nevertheless continues to be the recipient of Defense Department contracts — no less than $76,000,000 in 1966.

Surely the organizing rights of American workers come well within Clifford's question of whether "the measurement of social utility should be included in the contract award decision." Surely the very words "social utility" apply with overwhelming persuasion to the rights of workers to organize and bargain with their employers, as laid down in the original Wagner Act and as repeated in the National Labor Relations Act of today.

Missouri Teamster Oct. 11, 1968

Department of Justice

FOR IMMEDIATE RELEASE
THURSDAY, OCTOBER 17, 1968

The Department of Justice filed suit today charging the Chesapeake and Ohio Railway Company and four labor union locals with discriminating racially at the railroad's terminal in Newport News, Virginia.

Attorney General Ramsey Clark said the civil suit was brought in United States District Court in Newport News.

Named defendants, in addition to the railroad, were Locals 268 and 1130 of the Brotherhood of Railroad Trainmen and Locals 362 and 1796 of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.

The suit was the 32nd brought by the Department under the equal employment section of the 1964 Civil Rights Act, and the 22nd this year alone.

It alleged that the railroad maintains racially segregated work crews, work areas and seniority rosters; refuses to hire, promote and train Negroes on an equal basis with white persons; and subjects Negro employees to more frequent layoffs and more stringent working rules and procedures.

The four union locals are racially segregated, the suit said, with each Brotherhood having an all-white and an all-Negro local at the terminal.

The pattern and practice of discrimination alleged by the suit was said to violate not only the 1964 Civil Rights Act but also a 1965 Presidential executive order forbidding such activities by government contractors or subcontractors. The railroad has done a substantial amount of business with the government and its contractors, the suit said.

The Department sought an injunction to halt the alleged discrimination and to require reasonable steps to correct the effects of past discrimination.

Department of Justice

FOR IMMEDIATE RELEASE
TUESDAY, NOVEMBER 12,1968

The federal government today charged Kayby Mills of North Carolina, Inc. with employment discrimination against Negroes.

Attorney General Ramsey Clark said the Department of Justice filed a civil suit against the firm in United States District Court in Greensboro, North Carolina.

It was the Department's 33rd suit under the employment section of the 1964 Civil Rights Act, and the 23rd this year.

Kayby is a manufacturer and seller of textile products in Thomasville, North Carolina. It employs some 570 white persons and 20 Negroes.

The suit asserted that the company follows a policy of racial discrimination in hiring and promoting its employees.

Negroes are hired for and kept in menial, low-paying jobs on account of their race and are not considered for certain jobs reserved for white persons, it was alleged.

The Department sought an injunction to stop the alleged discrimination and to correct the effects of past discrimination.

The matter was referred to the Department by the Equal Employment Opportunity Commission.

Department of Justice

FOR IMMEDIATE RELEASE
THURSDAY, NOVEMBER 21, 1968

The Department of Justice today filed suit charging the Little Rock, Arkansas Housing Authority with racially segregating its public housing projects.

Attorney General Ramsey Clark said the complaint, the government's first desegregation case against a public housing agency, was brought in United States District Court in Little Rock.

The suit said the Authority assigns tenants on the basis of race and that four of its eight projects are occupied solely by Negroes and the others only by whites, except for one project with two Negro families.

Segregation has continued despite the Authority's pledge to the Department of Housing and Urban Development (HUD) in May, 1965 that it was complying with the 1964 Civil Rights Act, the complaint said.

One section of the Act forbids racial discrimination in programs receiving federal funds. The suit said the Authority has received more than $6 million from the government since 1940.

The Authority also assertedly refused to follow HUD regulations requiring that agencies receiving federal aid make housing assignments to eligible applicants on a community-wide basis of first-come, first-served.

HUD officials tried without success to have the Authority comply voluntarily with the tenant assignment requirement, the complaint noted.

The suit asked that the Authority be forbidden to assign housing units on the basis of race and be required to adopt an appropriate plan for tenant selection on a first-come, first-served basis.

In addition, the complaint said, the Authority should be required to take all reasonable steps to correct the effects of the past discriminatory policies.

There are 1,178 housing units in the projects. Some 750 units are occupied by Negroes, the rest by whites.

OVER

The suit also charged the Authority with discrimination in employment. It said Negroes are hired only for jobs held by Negroes, mostly in Negro projects, and whites hired only for jobs reserved for whites, mostly in white projects and the Authority's central office.

Employment discrimination also should be forbidden and the Authority required to take reasonable steps to correct the effects of past practices, the suit said.

It was the government's second suit charging housing discrimination. The first case, filed last July 22, charged developers of three sub-divisions in Baton Rouge, Louisiana, with discriminating against Negroes in violation of the 1968 Civil Rights Act. There now have been 34 suits asserting a violation of the equal employment opportunity section of the 1964 Act, including 24 this year.

11-1968 Team File

Compensation in Textile Industries

ROBERT E. POPE*

FOR MANY YEARS, a large body of data has been available on earnings of employees in the cotton and synthetic textile industries. However, very little was known about the level and structure of total compensation [1] in the two industries. This was due primarily to a lack of data on supplements to straight-time pay. To fill this vacuum, the Bureau of Labor Statistics conducted the first study ever done of the level and structure of compensation in the two industries.[2] It covers the year 1965 and provides separate data for production and nonproduction workers.[3] This article, based primarily on the BLS study, centers upon the variations in the level and structure of production and nonproduction worker compensation at the national, regional, interindustry, and international levels.

*Of the Division of General Compensation Structure, Bureau of Labor Statistics.

[1] Compensation is defined as the sum of the payments subject to Federal withholding taxes made by employers directly to their employees (before deductions of any type), and the expenditures made by employers for legally required insurance programs and private welfare plans for the benefit of employees.

[2] For information about the scope and method of survey, see *Employee Compensation and Payroll Hours, Cotton and Synthetic Textiles, 1965* (BLS Report 335-1, 1968).

[3] Production and related workers are defined to include all nonsupervisory workers and working foremen engaged in fabricating, processing, assembling, inspecting, receiving, storing, handling, packing, warehousing, shipping, trucking, hauling, maintenance, repair, janitorial, watchmen services, product development, auxiliary production for the plant's own use (e.g., powerplant), recordkeeping and other services closely associated with the above production operations. Nonproduction workers are defined to include all employees in executive, administrative, and management positions above the working supervisor level. Professional, technical, office clerical, and sales employees are also included in this category.

In 1965, employment in cotton textiles made up approximately 70 percent of all workers in the two industries combined; synthetic textile employment made up the remaining 30 percent. About 92 percent of all workers in the two industries were production workers and approximately 90 percent of all workers were located in the South.[4]

Employee compensation in the two industries averaged $2.29 a working hour in 1965.[5] Straight-time pay accounted for 84 percent and wage supplements for 16 percent of compensation. In terms of cost per working hour, straight-time pay amounted to $1.92 and wage supplements 37 cents. Compensation of production workers amounted to $2.13 an hour, $1.87 an hour less than for nonproduction workers. About 75 percent of this difference was due to higher straight-time pay for nonproduction workers and 25 percent to higher wage supplements.

The structure of compensation was markedly different for production and nonproduction workers. (See table.) Wage supplements made up almost 20 percent of nonproduction worker compensation and about 15 percent of production worker compensation. Furthermore, 60 percent of the expenditures for production worker supplements were for legally required programs such as social security, unemployment insurance, workmen's compensation, and overtime premiums; while 80 percent of the expenditures for nonproduction worker supplements were for company initiated or collectively bargained plans such as vacations, holidays, sick leave, bonuses, pensions, and health insurance.

Straight-Time Pay

For nonproduction workers straight-time pay was $3.23 an hour—80 percent higher than for production workers ($1.80 an hour). This difference in the level of straight-time pay between the two employee groups is attributable to the inclu-

[4] The South is defined to include Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia.

[5] Hours paid for consist of aggregate hours worked, paid leave hours, rest periods, coffee breaks, machine downtime, and other nonleave hours paid for but not worked, for which employers made direct payments to workers during the year. Working time excludes paid leave hours. Unless otherwise noted, all rates are expressed as per hour of working time.

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sion of supervisory personnel among the nonproduction workers. There was little, if any, difference in the level of production worker straight-time pay and that of nonproduction clerical workers.

About 65 percent of the industry's production workers were paid on a time rate basis, usually under formal systems providing a single rate for a given occupation. Wages of the remaining production work force were based on incentive methods of wage payment, usually individual piecework. Incentive methods of wage payment applied to a majority of the weavers, doffers, and slubber tenders and to a large proportion of the winders. Almost all nonproduction workers were paid on an hourly rated or salaried basis.

Premium pay for overtime, weekend, and holiday work was the single largest supplemental expenditure for production workers during 1965. It constituted slightly over 4 percent of compensation and amounted to 9 cents a working hour. The amount of premium pay is chiefly the result of a 48-hour workweek during 1965 for slightly over one-half of all production workers in both cotton and synthetic textiles. Overtime, weekend, and holiday premiums for nonproduction workers amounted to 0.7 percent of compensation. Almost all of this pay went to office clerical workers, since supervisory personnel rarely receive overtime pay.

Shift differentials for production workers amounted to 1 cent an hour. This amount reflects the absence of differentials for most second shift operations and the relatively low differential (5 cents an hour) paid for most third shift work. Shift differentials were rare for nonproduction workers; only 4 percent of them were employed by firms paying shift differentials to nonproduction workers.

Legally Required Insurances

Employer contributions for social security amounted to slightly over 3 percent, or 7 cents an hour, of production worker total compensation. In 1965, the employer's rate of contribution for social security was 3.625 percent of the first $4,800 of each employee's annual earnings. Since the level of annual payroll earnings for production workers was below $4,800, the payments were a relatively large proportion of total compensation expenditures. Expenditures for nonproduction workers were only 2 percent of compensation but accounted for 8 cents an hour. Because of the higher average earnings level of nonproduction workers, considerably in excess of $4,800 for the year, social security

EMPLOYEE COMPENSATION IN COTTON AND SYNTHETIC TEXTILES, BY PERCENT OF COMPENSATION AND HOURLY RATE

Compensation practices	All employees						Production employees						Nonproduction employees					
	Cotton and synthetic		Cotton		Synthetic		Cotton and synthetic		Cotton		Synthetic		Cotton and synthetic		Cotton		Synthetic	
	Percent[1]	Rate[2]	Percent[1]	Rate[2]	Percent[1]	Rate[2]	Percent[1]	Rate[2]	Percent[1]	Rate[2]	Percent[1]	Rate[2]	Percent[1]	Rate[2]	Percent[1]	Rate[2]	Percent[1]	Rate[2]
Total expenditures	100.0	$2.29	100.0	$2.25	100.0	$2.39	100.0	$2.13	100.0	$2.11	100.0	$2.16	100.0	$4.00	100.0	$3.82	100.0	$4.31
Gross payment to workers [3]	92.6	2.12	92.7	2.09	92.1	2.20	92.7	1.97	92.9	1.96	92.3	2.00	91.6	3.66	91.8	3.51	91.3	3.94
Straight-time pay	84.0	1.92	84.4	1.90	83.0	1.99	84.6	1.80	84.9	1.80	83.8	1.81	80.7	3.23	81.4	3.11	79.6	3.43
Premium payments	4.1	.09	4.1	.09	4.0	.10	4.7	.10	4.6	.10	4.9	.11	.7	.03	.7	.03	.5	.02
Overtime, weekend, and holiday work	3.6	.08	3.7	.08	3.5	.08	4.2	.09	4.2	.09	4.2	.09	.6	.03	.7	.03	.5	.02
Shift differentials	.5	.01	.4	.01	.6	.01	.5	.01	.5	.01	.7	.01	(4)	(4)	(4)	(4)	(4)	(4)
Pay for leave time [5]	3.4	.08	3.3	.08	3.6	.09	3.1	.07	3.0	.06	3.3	.07	5.3	.21	5.4	.21	5.3	.23
Vacations	2.5	.06	2.6	.06	2.4	.06	2.4	.05	2.5	.05	2.3	.05	3.1	.13	3.3	.13	3.0	.13
Holidays	.8	.02	.7	.01	1.1	.03	.7	.01	.5	.01	1.0	.02	1.6	.06	1.4	.05	1.8	.08
Sick leave	.1	(4)	.1	(4)	.1	(4)	(4)	(4)	(4)	(4)	------	------	.5	.02	.6	.02	.4	.02
Nonproduction bonuses	1.0	.02	.8	.02	1.4	.03	.3	.01	.3	.01	.4	.01	4.9	.20	4.2	.16	5.9	.26
Expenditures in addition to payroll	7.4	.17	7.3	.16	7.9	.19	7.3	.16	7.1	.15	7.7	.17	8.4	.33	8.2	.31	8.7	.37
Legally required insurance programs	4.5	.10	4.4	.10	4.7	.11	4.8	.10	4.6	.10	5.2	.11	2.9	.12	3.1	.12	2.7	.12
Retirement income and protection	3.0	.07	3.0	.07	2.9	.07	3.2	.07	3.2	.07	3.1	.07	2.0	.08	2.1	.08	1.8	.08
Unemployment insurance	1.0	.02	.9	.02	1.3	.03	1.1	.02	.9	.02	1.5	.03	.7	.03	.6	.02	.7	.03
Occupational injury and illness	.5	.01	.5	.01	.5	.01	.5	.01	.5	.01	.6	.01	.3	.01	.3	.01	.2	.01
Private welfare plans	3.0	.07	2.9	.06	3.1	.08	2.5	.05	2.5	.05	2.5	.05	5.4	.22	5.1	.20	6.0	.26
Life, accident, and health insurance	1.1	.03	1.0	.02	1.3	.03	1.1	.02	1.1	.02	1.3	.03	.9	.04	.9	.03	1.0	.04
Pension and retirement plans	1.8	.04	1.8	.04	1.9	.05	1.4	.03	1.4	.03	1.2	.03	4.5	.18	4.2	.16	4.9	.21

[1] Percent of compensation.
[2] Rate per hour of working time.
[3] Includes terminal pay, not presented separately.
[4] Less than 0.05 percent or $0.005.
[5] Includes civic and personal leave, not presented separately.

NOTE: Due to rounding, sums of individual items may not equal totals.

expenditures were a smaller proportion of compensation for them than for production workers.

Employer expenditures for Federal and State unemployment insurance and for workmen's compensation were relatively low during 1965 for both production and nonproduction workers. Unemployment insurance taxes for all employees amounted to 1 percent of compensation, and workmen's compensation payments amounted to one-half of 1 percent.

Pay For Leave Time

Leave pay for nonproduction workers as a proportion of compensation (5.3 percent) was 70 percent greater than were like expenditures for production workers (3.1 percent). Vacations, holidays, and sick leave each accounted for a greater proportion of nonproduction worker compensation than of production worker compensation. Seventy-five percent of all leave pay for production workers went for vacations, with holidays accounting for almost all of the remaining 25 percent. The composition of leave pay for nonproduction workers was somewhat different; holidays and sick leave accounted for almost 40 percent of all leave pay and vacations accounted for about 60 percent.

Vacation pay was received by about 90 percent of the production and nonproduction workers in 1965. Most of these workers received either 1 or 2 weeks of vacation pay during the year. Three percent of nonproduction worker and 2.5 percent of production worker compensation went for vacation pay during 1965. However, the method of computing the amount of vacation pay was different for the two employee groups. Vacation pay for a production worker was usually computed as a specified percent of annual earnings, usually 2 or 4 percent, whereas most vacations for nonproduction workers were based on length-of-time payments, that is, number of hours or weeks of vacation multiplied by the current hourly rate or weekly salary.

About 70 percent of all production and 95 percent of all nonproduction workers were employed by companies providing paid holidays. However, there was no industrywide pattern of paid holidays for either production or nonproduction workers. The number of holidays provided ranged from a low of 1 for some production workers to a high of 10½ for some nonproduction workers. Holiday pay to nonproduction workers in 1965 accounted for a much larger proportion of compensation (1.6 percent) than did similar payments to production workers (0.7 percent). Holiday expenditures amounted to 6 cents an hour for nonproduction workers and 1 cent an hour for production workers.

Pay for sick leave was almost nonexistent for production workers; fewer than 5 percent of all production workers were in companies with sick leave expenditures for such employees. However, almost 60 percent of all nonproduction workers were employed by firms which had sick leave expenditures for these workers. During 1965, sick leave payments for nonproduction workers amounted to 2 cents an hour and constituted 0.5 percent of their compensation.

Private Welfare Plans

Expenditures for private welfare plans for nonproduction workers were 5.4 percent of their compensation. This was more than twice as great as the proportion for production workers (2.5 percent). About 80 percent of the expenditures for nonproduction worker welfare plans were for pension and retirement plans. The remaining expenditures were for life, accident, and health insurance. There was a somewhat different composition of private welfare expenditures for production workers; 55 percent of all such expenditures were for pension and retirement plans, and 45 percent were for life, accident, and health insurance.

Employer payments into pension and retirement plans for nonproduction workers constituted more than 3 times as large a proportion of compensation as did similar expenditures for production workers. Contributions for nonproduction workers totaled 18 cents an hour compared with 3 cents an hour for production workers. Pension and retirement plans for production workers, however, have increased sharply. Between 1960 and 1965, the number of production workers in synthetic textile firms having pension plans increased 7 times, while the number in cotton textiles more than doubled.[6]

[6] Data were derived from *Wage Structure, Cotton Textiles, August 1960* (BLS Report 184, 1961); *Wage Structure, Synthetic Textiles, August 1960* (BLS Report 192, 1961); *Industry Wage Survey, Cotton Textiles, September 1965* (BLS Bulletin 1506, 1966); *Industry Wage Survey, Synthetic Textiles, September 1965* (BLS Bulletin 1509, 1966).

BEST COPY AVAILABLE

Although life, accident, and health insurance was common for both production and nonproduction workers, the expenditures, both as a proportion of compensation and in cents per hour, were relatively low. Expenditures for production workers amounted to only 1.1 percent of compensation, or 2 cents an hour, and those for nonproduction workers amounted to slightly less than 1 percent of compensation, or 4 cents an hour. One possible explanation for these low expenditures is that a majority of all production workers and almost one-half of all nonproduction workers were in companies with contributory plans.[7]

Two-thirds of all nonproduction workers were employed by companies which made bonus payments to their nonproduction workers. During 1965, these payments amounted to 20 cents an hour for nonproduction workers. On the other hand, only one-fifth of all production workers were in companies that paid bonuses to their production workers, and only 1 cent an hour of production worker compensation went for bonuses.

Union Versus Nonunion

In 1965, there was a small difference in the level and structure of compensation between those workers covered by bargaining agreements and those who were not. Employee compensation in establishments having bargaining agreements covering a majority of their production workers was 9 cents an hour higher than in establishments where none or a minority of the workers were covered by such agreements. Higher straight-time pay accounted for two-thirds of this difference; higher wage supplements accounted for the remaining one-third. The difference in the level of wage supplements was almost wholly due to a higher level of leave expenditures in union firms. Expenditures for all other supplements were virtually the same regardless of coverage by bargaining agreements.

The greatest difference between union and nonunion plants was in the synthetic textile industry. Compensation in union plants was 14 cents an hour higher than in nonunion plants in synthetics, in contrast with only a 7-cent-an-hour difference in cotton textiles. Compensation was almost 10 cents an hour higher in union plants in the synthetic textile industry than in the cotton textile industry. This contrasts with a difference of only 2 cents an hour between nonunion plants in the two industries.

Industry Pay Differences

Employee compensation was 6 percent higher in synthetics than in cotton textiles during 1965. The amount of difference ranged from 2 percent for production workers to 12 percent for nonproduction workers. The structure of compensation, however, was very similar for the two industries with wage supplements making up only 1 to 2 percent more of employee compensation in synthetics than in cotton. (See table.)

Straight-time pay for production workers was almost the same in both industries, but straight-time pay for nonproduction workers was 10 percent higher in synthetics. The level of wage supplements was 13 percent higher for production workers and 24 percent higher for nonproduction workers in synthetic textiles. Expenditures for premium pay, leave pay, legally required insurance and private welfare plans were slightly higher for production workers in synthetics; bonus and pension expenditures were substantially higher for nonproduction workers in synthetics.

South Versus Northeast

Compensation of employees who worked for establishments located in the Northeast[8] amounted to $2.74 an hour, 50 cents an hour higher than in the South. Production worker compensation in the Northeast was 27 cents higher than in the South. Straight-time pay accounted for 15 cents of the difference in production worker compensation, and wage supplements the other 12 cents. Much higher holiday pay and unemployment insurance in the Northeast accounted for two-thirds of the difference in wage supplements; and slightly higher shift differentials, vacation pay, and workmen's compensation payments accounted for the remaining difference.

[7] Contributory plans are defined to include any plan under which the workers contribute to the cost of the plan and to exclude contributions which only purchase additional benefits or dependents' coverage.

[8] The Northeast is defined to include Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont. For definition of the South, see footnote 4.

Nonproduction worker compensation was $1.17 an hour higher in the Northeast than in the South. Two-thirds of the difference in nonproduction worker compensation between the two regions was in straight-time pay. The remaining one-third difference in wage supplements was due to higher bonuses and leave pay in the Northeast, although this was partially offset by higher pension and retirement expenditures in the South. One possible reason for the much higher compensation of northeastern nonproduction workers is that some major textile companies have their central offices in New York City; both executive and clerical compensation in these offices are well above that found in most textile manufacturing plants.

Comparison With All Manufacturing

Both straight-time pay and wage supplements in the cotton and synthetic textile industries were well below the national average for all manufacturing industries in 1965. Production worker compensation was 40 percent and nonproduction compensation 25 percent lower than the national average for these employee groups at the total manufacturing level.[9] Sixty percent of the difference in production worker pay was due to lower straight-time pay in textiles and 40 percent to lower supplemental expenditures. Seventy-five percent of the difference in nonproduction worker compensation was due to lower straight-time pay in textiles, and 25 percent to lower supplemental expenditures. Almost 7 percent more of compensation for production workers went for pay supplements in all manufacturing than in the cotton and synthetic textile industries. However, the proportion of nonproduction worker compensation which went for supplements was only 1.5 percent greater in manufacturing.

The chief areas of difference between the structure of compensation for all manufacturing production workers and for those in cotton and synthetic textiles were in paid leave and private welfare plans. Paid leave and private welfare expenditures each constituted almost 2½ times as large a part of compensation in all manufacturing as in cotton and synthetic textiles. These two groups of supplements accounted for slightly over 13 percent of compensation in all manufacturing, but only 5½ percent of compensation in cotton and synthetic textiles.

It was in the area of legally required benefits—social security, unemployment insurance, workmen's compensation, and premium overtime pay—that textile's wage supplements for production workers most closely followed the national pattern for manufacturing. About 9 percent of compensation in the cotton and synthetic textile industries and in all manufacturing industries was expended for these legally required wage supplements.

Premium pay, legally required insurance, and private welfare expenditures were about the same proportion of compensation for textile nonproduction workers as for all manufacturing nonproduction workers. Leave pay as a proportion of compensation, was 40 percent greater at the all-manufacturing level while nonproduction worker bonuses in textiles were almost twice as large a proportion of compensation as were bonuses for nonproduction workers in manufacturing.

Foreign Textile Compensation

The structure of production worker compensation in domestic textiles differs markedly from that of most foreign countries. Textile employers in most European countries spend from 20 to 48 percent of production worker compensation on supplements to wages for time worked as compared with 16 percent in the U.S. textile industry, as shown in the following tabulation.[10]

Country	Expenditures as a percent of total wage cost	
	Wages for time worked	Supplements to wages
Austria	63	37
Belgium	72	28
Denmark	87	13
Finland	78	22
France	60	40
Great Britain	86	14
Italy	52	48
Japan	84	16
The Netherlands	73	27
Norway	81	19
Sweden	79	21
Switzerland	78	22
United States	84	16
West Germany	71	29

[9] Data for all manufacturing industries were derived from a forthcoming BLS study on the total private nonagricultural segment of the economy for the year 1966. Expenditure ratios from the 1966 study were used in comparing expenditures in all manufacturing with those in cotton and synthetic textiles.

[10] Data for foreign textiles (SIC 23) were derived from the Swedish Employer's Confederation Statistical Bureau's publication, *Direct and Total Wage Costs for Workers* (Stockholm, 1967). Publication data were either furnished by the countries concerned or were derived from available relevant sources.

Supplements, as a proportion of compensation, were 3 times greater in Italy and 2.5 times greater in France than they were in the United States.

Most of this difference results from large employer expenditures in Europe for legally required social programs. In most countries, these expenditures account for one-third to one-half of all wage supplement expenditures. Among countries for which data are available, textile employers in only two countries, Great Britain and Denmark, spent a smaller proportion of compensation for wage supplements than did textile employers in the United States.

Textile Compensation, 1966–67

Total compensation [11] in cotton and synthetic textiles has risen an estimated 8 to 10 percent in the 2-year span of 1966–67. Two general wage increases have occurred in the cotton and synthetic textile industries during this period. The first, in the spring of 1966, amounted to about 5 percent; and the second, in late summer of 1967, amounted to 6 percent. The bulk of this increase has been in straight-time pay. Other increases were largely in expenditures for paid holidays, pension plans, and social security.

No major changes have occurred in the area of supplementary compensation during the past 2 years. The trend of increased coverage of workers by private pension plans has continued in 1966 and 1967. Some companies also have added 1 or 2 more paid holidays in the past 2 years. In addition, the contribution rate of payroll taxes for social security has risen in both 1966 and 1967, and the maximum tax base of social security was increased in 1966 and again in 1968.[12]

[11] The percent of increase in compensation during 1966 and 1967 was estimated from data reported in the Bureau of Labor Statistics monthly series, *Current Wage Developments*, Nos. 217 and 240, for the years 1966 and 1967. The overall increase for the 2-year span was less than the sum of the two general increases (5 percent and 6 percent, respectively) since the first increase was applicable to only the last 8 months of 1966 and the second increase to the last 5 months of 1967.

[12] In 1966, both employer and employee contributed 4.2 percent on the first $6,600 earned during the year. In 1967, the tax rate was increased to 4.4 percent, but the tax base remained at $6,600. This year, the tax base was raised to $7,800 while the tax rate remained at 4.4 percent.

Department of Justice

FOR IMMEDIATE RELEASE
TUESDAY, DECEMBER 10, 1968

The Department of Justice, in the first civil rights suit of its kind, today charged the Ohio Bureau of Employment Services with discrimination against Negroes in job placement.

Attorney General Ramsey Clark said the complaint was filed in United States District Court in Columbus against the Bureau and its administrator, Willard P. Dudley.

The civil complaint charged violations of sections of the 1964 Civil Rights Act which forbid discrimination by employment agencies and state agencies which receive federal funds.

It was the first case in which the Department has charged a state employment service with racial discrimination in its placements.

The matter was referred to the Department of Justice by the Department of Labor after what the complaint termed "repeated but unsuccessful" efforts to obtain voluntary compliance. In fiscal 1968, the Ohio Bureau received $35,267,670 from the Department of Labor under a program of financial support for all state employment agencies.

The Bureau has failed to refer qualified Negroes to job or apprentice openings on the same basis as white persons and to assign Negro applicants occupational classifications commensurate with their education, training and experience, the suit asserted.

It also charged that the Bureau has failed to circulate job orders to its offices where most applicants are Negroes.

In addition, the suit said, the Bureau services job orders of employers and apprenticeship programs when it knows, or has reason to believe, that they discriminate.

The suit asked that discriminatory practices be forbidden and the Bureau ordered to correct the effects of past discrimination.

Legal Defense Fund

NAACP LEGAL DEFENSE AND EDUCATIONAL FUND, INC.
10 Columbus Circle, New York, N.Y. 10019 • JUdson 6-8397

December 20, 1968

The Honorable William F. Ryan
House of Representatives
Washington, D.C.

Dear Mr. Ryan:

In view of your continuing concern about the effectiveness of Government enforcement agencies, we believe that you will be interested in the enclosed telegram which the Legal Defense Fund sent today to Secretary Clark Clifford. An identical message was sent to Secretary Willard Wirtz.

The textile industry is a very important source of jobs in the Southeast and could play a major role in elevating the economic status of black citizens, many of whom are now living in abject poverty in the area. For this reason the Legal Defense Fund and five other private agencies welcomed the opportunity to join with the Equal Employment Opportunity Commission and the Office of Federal Contracts Compliance in a concentrated effort to eliminate discrimination in textile firms. OFCC's responsibility has been to review installations of the ten largest companies and to get compliance agreements covering whatever areas of discrimination were uncovered.

Apparently, the decision was made in the spring to make Dan River Mills the test case. As you will note from the telegram, a compliance agreement has not been negotiated although the reviews revealed substantial discrimination. The industry-wide compliance program which looked so promising has now been stalled for months.

This project was launched with a textile industry forum which was held in Charlotte in January 1967. The expectations of many community leaders and humble citizens were raised at that time. They have a right to see visible results from Government enforcement agencies after two years of waiting.

If there is anything which you can do to get OFCC and the Department of Defense to carry out their enforcement responsibilities more vigorously, we would certainly appreciate it.

Sincerely,

Jean Fairfax, Director
Division of Legal Information
and Community Service

JF:ej
enclosure

25

Contributions are deductible for U. S. income tax purposes

DAN RIVER MILLS
Chronology of Events
(from information secured from David Franklin)
Please do not quote

January 1968

OFCC and Department of Defense (DOD) began a 1-year Textile Compliance Project. Understanding was that there would be a review of selected facilities in the 10 major textile firms, that there would be prompt settlement and that DOD would not make any agreements without the approval of OFCC.

January 22, 1968

Compliance visit to Dan River Mills. Substantial noncompliance discovered

April 1968

Report submitted toDan River Mills
Decision made that Dan River Mills would be test case. Conciliation with other firms held in abeyance pending settlement with Dan River inasmuch as all firms retaining same legal counsel.

May 14, 1968

Dan River submitted conciliation agreement. Rejected by DOD

June 24, 1968

Dan River submitted substantially same plan

July 11, 1968

Letter from Dave Franklin to Jack Moskowitz (Deputy Asst. Sec'y) stated that after 2 months effort to get conciliation, Dan River

(1). Refused to expand recruitment beyond normal sources
(2). Refused to correct de fact segregated familities
(3) Has not initiated an affirmative action program of selection, training, promotion, upgrading
(4) Has not proposed any remedies to relieve past discriminatory act as other companies, e.g. Crown Zellerbach and Philip Morris

August 5, 1968

Letter of Ward McCreedy to Alfred Fitt(Asst. Sec'y of Defense for Manpower etc). Reviewed history. Stated that success of total project depends on prompt action on Dan River. Yet 3/4 of the year has passed with no progress.

September 9, 1968

Letter from Dave Franklin to Moskowitz, copy to Geo. Elsey. Advised J.M. that D.F had received status report on Dan River. Stated that contractor has been told that he must submit a compliance agreement by late September and that if Dan River does not comply, OFCC expects sanctions.

General comments from Dave Franklin

The first meeting with Dan River was held in April. The company said that it would be back in three weeks with a proposal. The company was told twice in May that it was in noncompliance; also in August. There were a number of meetings and telephone sessions. Dan River was given at least 6 extensions of 7 - 10 days each.

Jean Fairfax
December 20, 1968

PUBLISHED WEEKLY Vol. 28, No. 36
12-20-68

J. P. STEVENS SLAPPED WITH 6th UNFAIR LABOR PRACTICE RULING

WASHINGTON—J. P. Stevens & Co., Inc., major supplier of textile goods to the U.S. government, deliberately reduced the flow of cotton into a company warehouse to give itself an excuse for getting rid of union supporters, a National Labor Relations Board aide has found.

The ruling, by Trial Examiner Owsley Vose, marked the sixth straight time since 1966 that unfair labor practice charges against the nation's second largest textile maker have been upheld. Two of the NLRB rulings have been sustained by the U.S. Supreme Court. Three company appeals still want to be ruled on by other U.S. appeals courts.

Vose concluded after hearing the latest charges that Stevens "deliberately changed its past methods of doing business so as to be able to reduce the volume of cotton moving" into and out of the company's Black Hawk warehouse at Greenville, S.C.

The purpose, he found, was "to have an excuse for laying off a substantial number of the group of employes which . . . the company had heard contained the largest number of union supporters, namely the warehouse employes."

Stevens maangement started its union-busting tactics when it learned in the fall of 1967 that its warehouse employes were interested in joining the Textile Workers Union of America, the examiner reported.

Though its Black Hawk warehouse was only about half full in September of 1967, Stevens "commenced consigning the great bulk of its shipments" from cotton states to an independently-owned public warehouse in Greenville, thence to its clothmaking plants.

That month Stevens consigned 73 of the 88 carloads of cotton shipped from the South to Greenville for warehousing at the independent warehouse, the examiner related.

"Earlier in 1966 and 1967, almost all the cars placed at the (private) warehouse had originally been consigned to Black Hawk. However, apparently realizing that it did not make sense to consign cotton to Commodity (the independent warehouse) when it had plenty of space available at Black Hawk, and when its own warehouse staff was comparatively idle, Stevens had 37 of the 73 cars originally consigned to Commodity" switched to its own warehouse, the examiner related.

The remaining 38 cars comprised a "significantly larger number of cars than Stevens had previously had Commodity handle," Vose said, citing the record of shipments.

Next Stevens increased its use of warehouses at Gulfport and Clarksdale, Miss., instead of Black Hawk, and at the same time laid off 20 Black Haw kemployes to bring the warehouse workers to 28—a reduction in force of unprecedented size.

And just before the eligibility period for voting in the NLRB election expired, Stevens hired three new shop employes, Vose noted. The shop employes, who repair equipment, are mainly white and the warehouse workers predominantly black, according to the report.

An NLRB agent who conducted the representation election at Greenville challenged the ballots cast by 14 of the laid-off employes, and thus prevented the union from claiming a majority.

The examiner ruled that the 14 employes, and three others laid off after the election. were discriminatorily discharged in violation of the law. Vose found that they continued to retain their status as employes, and were enitled to vote in the election.

He recommended that the challenges be overruled, and the regional director open and count the ballots of the 14 workers laid off before the vote; that the union be certified as the bargaining agent for warehouse employes if it wins a majority of the valid votes cast; or if it does not win a majority, that the election be set aside and a new election be conducted.

Vose also recommended that all the laid-off workers be reinstated to their jobs and be made whole for lost pay, plus 6 percent interest for the time they lost from work.

Vose's report goes to the board for review if the company files exceptions, as it has in all the preceding cases. The first two of five NLRB findings against Stevens were refused review by the U.S. Supreme Court. All have this NLRB judgment in common.

As a result of previous penalties assessed against J. P. Stevens & Co., a total of $666,895 has been collected, so far, by some 70 workers illegally fired by the company during the course of TWUA organizing activities in plants operated by Stevens.

Identical telegram sent to Hon. Willard Wirtz

DOMESTIC SERVICE
Check the class of service desired; otherwise this message will be sent as a fast telegram

TELEGRAM	
DAY LETTER	X
NIGHT LETTER	

$ S E

WESTERN UNION TELEGRAM

W. P. MARSHALL, CHAIRMAN OF THE BOARD
R. W. McFALL, PRESIDENT

INTERNATIONAL SERVICE
Check the class of service desired; otherwise the message will be sent at the full rate

FULL RATE	
LETTER TELEGRAM	
SHORE SHIP	

NO. WDS.	CL. OF SVC.	PD. OR COLL.	CASH NO.	CHARGE TO THE ACCOUNT OF	TIME FILED
				NAACP LEGAL DEFENSE FUND, 10 COLUMBUS CIRCLE, NYC 10019	

Send the following message, subject to the terms on back hereof, which are hereby agreed to

December 20, 1968

THE HONORABLE CLARK CLIFFORD
SECRETARY
DEPARTMENT OF DEFENSE
WASHINGTON, D. C.

In January 1968 the Office of Federal Contracts Compliance and the Department of Defense launched a one year compliance program to eliminate discrimination in employment in the Textile Industry. This is part of a larger Textile Industry Project coordinated by the Equal Employment Opportunity Commission and involving six private agencies. Substantial staff and financial resources of the Legal Defense Fund have been involved in this effort, not only because of its potential

impact on job opportunities for Negroes in the Southeast, but because it represents an unusual experiment in federal and private cooperation. We understand that the Department of Defense conducted extensive compliance reviews of selected installations of major textile firms and that clear patterns of discrimination were identified and reported to the firms. We understand further that the total compliance program has been held in abeyance pending the negotiation of a compliance agreement with Dan River Mills. Since Dan River Mills was advised in the spring that it is in noncompliance, it has been repeatedly told that the plans which it has submitted are inadequate. It has received at least six

DOMESTIC SERVICE
Check the class of service desired; otherwise this message will be sent as a fast telegram
TELEGRAM
DAY LETTER
NIGHT LETTER

$ S E

WESTERN UNION TELEGRAM

W. P. MARSHALL
CHAIRMAN OF THE BOARD

R. W. McFALL
PRESIDENT

INTERNATIONAL SERVICE
Check the class of service desired; otherwise the message will be sent at the full rate
FULL RATE
LETTER TELEGRAM
SHORE-SHIP

NO. WDS.-CL. OF SVC.	PD OR COLL.	CASH NO.	CHARGE TO THE ACCOUNT OF	TIME FILED

Send the following message, subject to the terms on back hereof, which are hereby agreed to

extensions of seven to ten days each. Your total textile project, involving a year of work, will end with no results unless you move immediately to bar Dan River Mills from receiving government contracts until it submits a plan which will eliminate past discrimination and commit the company to an effective program of affirmative action to achieve equal employment opportunity. We respectfully question why you are permitting this company to hold up your industry-wide compliance program and to prevent Negroes from securing the rights to which they are entitled.

We would appreciate a report from you about the status of your

WU1206(R2-65)

textile compliance project and about the enforcement action which you are taking re Dan River Mills.

Jack Greenberg
Director-Counsel
NAACP Legal Defense and Educational Fund
10 Columbus Circle
New York, New York 10019

Same letter sent to Secretary of Defense, Clark Clifford

December 23, 1968

The Honorable Willard Wirtz
Secretary
United States Department of Labor
Washington, D.C.

Dear Mr. Wirtz:

For more than a year, the Office of Federal Contract Compliance and the Equal Employment Opportunity Commission and several private agencies have attempted to work cooperatively to reduce employment discrimination in the textile industry. Although a number of encouraging success stories could be reported, the employment situation is all too similar to what it was when the combined efforts began. Two elements have been sadly lacking. One is the adoption by any significant portion of the industry of truly affirmative plans for mihority group employment. The other shortcoming has been the failure to provide a level of government originated practical pressure sufficiently high to insure that major companies would seek to comply with the requirements of Executive Order 11246 and the Civil Rights Act of 1964. As you will know, achieving company affirmative action is largely dependant upon making governmental policy directly relevant to the industry's interest.

It had been the plan of the various agencies, including EEOC and OFCC, that the major inducement for compliance would spring from reviews by OFCC and that

Office's requirement of acceptable affirmative plans from the companies. At this point, we understand that reviews have taken place, some companies have been notified that they are in non-compliance, affirmative plans have been requested, but those submitted have been unacceptable. There, the matter seems to rest.

If the Departments of Labor and Defense do not move to the next reasonable step of cancelling and barring contracts, or make that possibility so lively that the companies come forward with acceptable plans and acts, the following will surely result:

1. A loss of job opportunities for people who desperately need them.

2. A further erosion of the faith of a sizeable disadvantaged group in this region in the responsibleness and responsiveness of the Federal Government.

3. A loss of time, effort, funds, and patience by the Federal and private agencies involved in this joint effort.

4. The placing of an unnecessary blemish on the administration of equal opportunity in employment on the records of two departments which, despite practical difficulties, have made significant contributions in this area.

Our agency in its dedication to the in-fact achievement of equality of opportunity is deeply committed to making our democratic system of government work. We are increasingly aware, as we are sure you are, how important it is to make our laws and regulations relevant to those who most desperately need their protection if the

blessings of the system are to be secured.

What the various agencies have done together has been important. It is especially so becaude of the situation of the textile industry in our region. In several of our states it provides more manufacturing jobs than any other industry. What the industry and individual companies do, affects the region and specific communities regarding the behavior and attitudes which reach well beyond the matter of employment alone.

It is, we think, a matter of great urgency that the two Departments concerned in this matter act decisively and immediately for the good of our region, for the good of the government, and for the good of those individuals who otherwise will have their rights, hopes, and potential wasted.

Sincerely yours,

Paul Anthony

PA/mv

Department of Justice

FOR IMMEDIATE RELEASE
FRIDAY, DECEMBER 27, 1968

The Department of Justice today filed two civil actions in connection with alleged employment discrimination.

Attorney General Ramsey Clark said both actions cited violations of the 1964 Civil Rights Act.

One suit was filed in United States District Court in Richmond, Virginia charging Continental Can Company, Inc., and Local 12146 of the United Mine Workers of America with discriminating against Negroes at the firm's Hopewell, Virginia plant.

In the second action, the Department filed a motion in United States District Court in Greensboro, North Carolina to add Local 391 of the Teamsters as a co-defendant in a complaint filed against Associated Transport, Inc., last June 28.

The Continental-UMW suit charged that Negroes are assigned to menial, low-paying jobs at the 773-worker plant because the higher-paying job classifications and departments are maintained for whites.

Furthermore, the suit said, the company and the union signed an agreement whereby Negroes could not transfer seniority acquired in a low-paying job to a new, higher-paying position. The suit noted that promotion, transfer, layoff and other conditions of employment are based on departmental rather than total company seniority.

The government sought a court order prohibiting the defendants from continuing such practices and requiring positive steps to correct the effects of such practices.

This brought to 35 the total number of federal suits filed under the equal employment opportunity section of the 1964 Act, including 25 this year.

In the North Carolina action, the union local was charged with Associated Transport with discriminating against Negroes at the firm's terminal near Burlington.

The complaints against the two companies resulted from referrals from the Equal Employment Opportunity Commission.

Department of Justice

FOR IMMEDIATE RELEASE
MONDAY, DECEMBER 30, 1968

The Department of Justice today charged an Alabama coke producing firm and two unions with discriminating against Negro employees and job applicants.

Attorney General Ramsey Clark said the Department filed a civil suit in United States District Court in Birmingham, Alabama against the Alabama By-Products Corporation, and International Union of District 50 and Local 12136, both of the United Mine Workers of America.

It was alleged that the company with the consent of the unions engaged in racial discrimination at the firm's Tarrant, Alabama, plant by setting more rigid job qualifications and promotional standards for Negroes than for whites.

The government is seeking a court order requiring the defendants to give Negroes the same opportunities for employment and advancement as whites.

This marks the 38th suit filed under the Equal Employment Opportunity Section of the 1964 Act, and the 26th this year.

13 all in states prior to

3 in 1969

26 in 1968

D R A F T

THE TEXTILE INDUSTRY PROJECT: 1967-1968

Job Description for the Project Director

1. The Project Director will be responsible to a board of directors appointed by the six participating agencies, will meet regularly with them, carry out policies established by them and make periodic reports to them. With the board, the Director will establish goals by which the progress of the project will be evaluated.

2. In cooperation with the board, the Director will identify the target area for maximum concentration. High priority will be given to South Carolina textile communities.

3. The Director will establish and maintain close working relationships with the regional representatives of appropriate Federal agencies.

4. The Director will compile information about Federal, state and local programs in the target area which have, or which could have, impact on all aspects of employment in textile firms, will ascertain the degree to which Negroes are participating in these programs, will devise ways of securing greater participation and will promote more projects which could result in increasing the number of minority group employees in the textile industry.

5. The Director will identify, train and support local leadership in textile communities capable of sustaining equal employment opportunity programs. The Director will be responsible for organizing leadership training workshops, for developing and disseminating materials for action programs, for helping local leaders develop relationships with plant management, employment agencies, public officials, etc.

6. In cooperation with the board, the Director will seek to discover those representatives of management who are committed to equal employment opportunity in the textile industry and to enlist their cooperation and involvement in the program.

7. The main focus of the project will be to advise Negroes of their rights to equal employment opportunity, to recruit qualified workers, to direct potential employees to training programs and to other resources and to assist persons who believe they have been discriminated against to file complaints to the appropriate agencies. To extend the outreach of the project the Director will develop a corps of volunteer and/or paid community workers, depending upon the availability of funds, and will train and supervise them in this program of education and recruitment.

8. At the direction of the board, the Director will establish a headquarters and will be responsible for this office and for the supervision of such staff members as will be authorized.

9. The Director should be prepared to travel about 70% of the time.

SOUTHERN REGIONAL COUNCIL
NAACP LEGAL DEFENSE & EDUCATIONAL FUND
NATIONAL URBAN LEAGUE: SOUTHERN FIELD OFFICE
AFL-CIO, CIVIL RIGHTS DIVISION: SOUTHERN OFFICE
SOUTHERN RURAL ACTION TRAINING PROJECT
PENN COMMUNITY SERVICE

Department of Justice

FOR IMMEDIATE RELEASE
FRIDAY, JANUARY 10, 1969

The Department of Justice filed suit today charging the Georgia Power Company with employment discrimination against Negroes.

Attorney General Ramsey Clark said the civil suit, brought in United States District Court in Atlanta, seeks a court order to end the alleged discrimination.

It was the federal government's first employment discrimination suit against a public utility.

Also named defendants were local unions of the International Brotherhood of Electrical Workers in Athens, Atlanta, Augusta, Columbus, Macon, Rome and Valdosta, Georgia which assertedly have a discriminatory collective bargaining agreement with Georgia Power.

Georgia Power, which employs some 6,300 white persons and about 450 Negroes, maintains a racially segregated, dual system of jobs and lines of progression, the Department alleged.

It said the company considers only white persons for jobs with the highest pay and greatest opportunity for advancement and training.

The Department also said the company has racially segregated facilities for employees.

The suit was the 37th brought by the Department under the equal employment opportunity section of the 1964 Civil Rights Bill.

Mr. Clark said the matter was referred to the Department by the Equal Employment Opportunity Commission.

TEAM

ASSISTANT SECRETARY OF DEFENSE
WASHINGTON, D.C. 20301

MANPOWER AND
RESERVE AFFAIRS

15 January 1969

Mr. Courtney Siceloff
Chairman, Textile Employment
Advancement for Minorities
St. Helena Island
Frogman, South Carolina 29920

Dear Mr. Siceloff:

We are responding on behalf of Assistant Secretary of Defense Alfred B. Fitt to your letter of January 8, 1969 regarding our textile review project of the Department of Defense Office of Contracts Compliance.

As you know, our teams of compliance review specialists have been reviewing major textile producers in North and South Carolina during all of 1968 and continuing through the present time. This has been accomplished in cooperation with the Office of Federal Contract Compliance.

Several affirmative action plans have been reviewed by this office in cooperation with the OFCC and the Justice Department. Meetings are being held at the present time in an effort to resolve remaining issues in accordance with the requirements of Executive Order 11246. You may be assured that no affirmative action plan will be accepted unless it meets the full intent of Executive Order 11246.

Sincerely,

Jack Moskowitz

Jack Moskowitz
Deputy Assistant Secretary
(Civil Rights and Industrial Relations)

Department of Justice

FOR IMMEDIATE RELEASE
FRIDAY, JANUARY 17, 1969

The Department of Justice filed four suits today charging employment discrimination against Negroes.

Attorney General Ramsey Clark said suits were filed against three construction union locals in the East St. Louis, Illinois, area and a manufacturer in South Carolina.

This brought to 41 the total number of suits filed under the equal employment opportunity section of the 1964 Civil Rights Act.

The three suits filed in East St. Louis alleged violation of the 1964 Act as well as Executive Order 11246, which forbids discrimination in federal contract projects. The unions work on federally financed highway construction, and the matter was referred to the Department by the Federal Highway Administration.

Defendants are locals of the International Brotherhood of Electrical Workers, the International Union of Operating Engineers and the Operative Plasterers and Cement Masons International Association. The complaint alleged discrimination in the referral and membership practices of each local.

In Columbia, South Carolina, the Department charged the Owens-Corning Fiberglass Corporation with discriminating against Negroes at the firm's Anderson, South Carolina plant.

The government sought an injunction in each of the above cases to end the alleged racial discriminations.

Supplement

Department of Justice

FOR IMMEDIATE RELEASE
MONDAY, JANUARY 20, 1969

The Department of Justice filed suit today to require longshoremen's unions in ten Texas cities to consolidate similar but racially segregated locals.

Attorney General Ramsey Clark said the civil complaint, the first federal employment discrimination case against dock workers, was brought in United States District Court in Brownsville, Texas.

The suit named as defendants the International Longshoremen's Association and its South Atlantic and Gulf Coast District, and 36 locals in Brownsville, Houston, Beaumont, Galveston, Corpus Christi, Freeport, Texas City, Port Arthur, Orange and Port Lavaca, Texas.

According to the complaint, membership in the locals and work apportioned to them are based on race, color and national origin.

This is the 42nd suit filed under the equal employment opportunity section of the 1964 Civil Rights Act.

January 30, 1969

Mr. William Cherkasky
Office of Senator Gaylord Nelson
U. S. Senate Office Building
Washington, D. C.

Dear Bill:

The enclosed memo may tell you more than you really want to know but I thought it would be useful for you to have this much background. I am also enclosing a copy of a letter which was sent to both Secretary Wirtz and Secretary Clifford in late December. Attached is a list of some of the Federal officials who are conversant with the textile employment situation.

Aside from our serious interest in the outcome of this matter, I think a real service can be rendered the new Secretary of Defense by apprising him of the facts and that there are organizations of some importance who are watching this matter with great care.

Thanks so much for your assistance. Call me if there is anything further that you would like

from us. Please give my warm regards to the Senator.

Sincerely,

Emory F. Via, Director
Labor Program

EFV/km

Enclosures - 3

Information on efforts to reduce racial discrimination and create equality of job opportunity in the southern textile industry.

BACKGROUND

In January of 1967 the Equal Employment Opportunity Commission held a forum in Charlotte, North Carolina on Employment Patterns in the Textile Industry. The forum was addressed by Commission specialists, private agencies interested in minority employment, members of the general public, a few textile industry representatives and some complaintants. The forum, and statistical data collected by the Commission, indicated a widespread under-utilization of Negroes in textile manufacturing, numerous discriminatory situations, and a general failure by the industry to make use of affirmative action programs.

The picture of industry practices thus developed, when coupled with the great importance of the textile industry to the South, led six private agencies to join together in a project to improve job opportunities for Negroes in textiles. These agencies, as a part of their total program, frequently met with and copperated with the EEOC and the office of Federal Contract Compliance (Labor Department). The six agencies (The NAACP Legal Defense and Educational Fund, Inc., The Southern Regional Council, Inc., The Southern Regional Office of the National Urban League, the Southern Office of the AFL-CIO,

Civil Rights Department, The Southern Rural Action Project and Penn Community Services) attempted to provide in South Carolina field services which would help create interest among Negro men and women in textile employment. This group, known as TEAM (Textile: Employment and Advancement for Minorities), also offered services to textile employers in helping recruit Negro workers. TEAM undertook some responsibilities for informally monitoring the efforts of the various governmental agencies to improve the job opportunity situation in textiles.

A large number (exceeding 50) of field visits were made by the EEOC urging compliance with Title VII of the 1964 Civil Rights Act and offering technical assistance to employers. The Office of Federal Contract Compliance agreed to do a compliance check on the ten largest firms (representing many plant locations) which also held Federal contracts and were thereby subject to Executive Order 11246.

CONTRACT COMPLIANCE EFFORTS

The OFCC and the Defense Supply Agency, during 1968, reviewed a number of plant locations. They found many instances of non-compliance. As a matter of efficiency and as a way to establish a model for the industry OFCC concentrated its main attention, after the initial investigation, on Dan River Mills.

Although I am unable to supply you with the details, a number of meetings were held with officers of Dan River Mills by either OFCC or DSA. The company evidently made some

proposals as to what they would do but these were not found acceptable by OFCC and DSA. I believe the company was given no less than six extensions in an effort to have them produce an acceptable affirmative plan.

I cannot give you the details as to what OFCC and DSA were requiring, but my general familiarity with such cases leads me to make an informed guess. I feel certain that the two agencies found the company in substantial non-compliance with the Executive Order and that the company's responses lacked sufficient specifics for action to assure the agencies that the company would, in fact, perform. There is little doubt in my mind that the agencies would feel that Dan River Mills and other textile companies should live up to the guidelines established in U. S. v. Crown-Zellerbach and in Quarles v. Philip Morris.

This would mean in general that discriminatory seniority systems must be corrected in such a way not to put Negro employees at any further disadvantage. That Negroes have rights of promotion and transfer without suffering a loss of seniority and pay rights from jobs they held earlier; that they be given a full opportunity to qualify for jobs and that if necessary the company provide special training to enable Negro employees to qualify for such jobs. Beyond this one would expect the company to be required to have an active recruitment program going well beyond their normal recruiting activities in a search for Negro employees. Company testing

practices must be re-evaluated and specifically job related. All facilities of the company would need to be desegregated. Regular reporting would be required until there was real evidence that discrimination had been erradicated.

RECENT DEVELOPMENTS

TEAM had hoped that OFCC would have secured compliance from Dan River Mills in the Fall of 1968, or if necessary to have cancelled existing contracts and barred the company from future contracts. However, further delays took place as the company seemed unwilling to abide by whatever guidelines were suggested by the two federal agencies.

Evidently representatives of the Defense Department had meetings with Dan River Mills and J. P. Stevens sometime before January 20, 1969. We have heard recently that Senators Thurmond and Stennis have shown some interest in these proceedings. We were informed that Senator Thurmond in a letter to some textile executives indicated that there would be a meeting at the White House on January 28, 1969 to discuss problems related to these proceedings. We are unable to say for certain whether the meeting took place, with whom the meeting was held, or who was in attendance.

THE NATURE OF TEAM'S CONCERN AT THIS POINT.

We are most anxious that the process of contract compliance neither be avoided nor diluted. We are greatly concerned that so many months of governmental effort in time

and money not now be wasted. And, of course, we would feel that our own energies would have been fruitlessly dissipated if reasonable, firm and specific ation is not taken to bring the companies into compliance. It seems to us that the Executive Order has been in effect long enough and that sufficiently thorough and conclusive investigations have been made that it would not be too severe a penalty to cancel existing contracts in those companies where substantial non-compliance has been found. Perhaps more realistically we should expect that any such company be barred from future contracts, including any now pending. It is our understanding that a contract for eight million dollars with Dan River Mills is now pending.

We think that it is important for the White House and the Secretary of Defense to be informed of this situation. It would be sad for them to unwittingly stub a toe on so fundamental an issue with so many civil rights implications. Those of us who have worked together on this project feel that we have done our utmost to cooperate with federal policies and federal agencies and that we have been patient and tolerant about practical obstacles. But we, and many others, will be watching with great interest as to how these matters are resolved.

Most of us have long been committed to not overly exciting the expectations of ordinary folk. However, it is impossible for our agencies to engage in field work, for enumerable government investigations to take place, and for perfectly

proper proclamations of job opportunities to be made without people beginning to feel that the Federal Government is serious and that it has the capacity to end discrimination in the matter of job rights. These expectations have arisen naturally in the responsible pursuit of implementing existing governmental policies. They should not now be frustrated.

Persons familiar with the textile employment project and/or the efforts to secure contract compliance.

Mr. Ward McCready
Acting Director
Office of Federal Contract Compliance

Mr. M. R. Shafer, Chief
Office of Contracts Compliance
Contract Administration Services
Defense Supply Agency
(Do not know his status in new administration)

Mr. Carl Wallace
Special Assistant to Secretary and Deputy Secretary of Defense
(New appointee; replaced George M. Elsey who was to have briefed Wallace and left a file on the situation in textiles.)

Mr. Sam Jackson
Assistant Secretary of H.U.D.
(New appointee, formerly an EEOC Commissioner and chiefly responsible for that agency's interest in textile employment.)

Zm 1-31-69 TERM

LAMOR N

FTC URGED TO STUDY MERGER DEVELOPMENTS IN TEXTILE INDUSTRY

NEW YORK, N.Y.—The Federal Trade Commission was urged today by the Executive Council of the AFL-CIO Textile Workers Union of America to study merger developments in the textile industry for the purpose of insuring the effectiveness of recent FTC guidelines in preventing major companies from securing unfair advantages in competition with the rest of the industry.

William Pollock, TWUA general president, wrote Paul Rand Dixon, FTC chairman, requesting that a resolution adopted by the union's Executive Council be made part of the record of any proceedings FTC contemplates in formulating future policy on textile mergers. The TWUA resolution:

1. Called upon the FTC to analyze the effect of mergers of major textile companies with smaller firms in the knitting business "to insure the effectiveness of the guidelines in preventing the monopolization of this growing sector of the industry." It said that the survival of the small businesses which predominate in knitting is threatened by the incursions of such large chairs as J. P. Stevens, Springs, United Merchants, West Point—Pepperell and Duplan Corp.

2. Urged the commission to review its consent-order agreement with Burlington Industries which permits that company to retain control of Erwin Mills, which the FTC alleged was acquired in 1962 in violation of the Clayton Act. The resolution called this agreement, which requires FTC approval of future Burlington mergers, "truly a case of locking the barn after the horse has been stolen." It called on the FTC to review all Burlington mergers "to insure that this company does not have an unfair advantage over the rest of the textile industry."

Dan River Decision Still Pending

By BILLY K. BOWLES
Washington Bureau

WASHINGTON — The decision as to whether a Greenville, S.C., firm will share in the billion-dollar-a-year business the Pentagon does with textile manufacturers rested in the hands of Deputy Defense Secretary David Packard Friday night.

A Capitol Hill spokesman said the Pentagon is treating the case, involving racial discrimination among employes, as "a landmark decision."

"It's on Packard's desk," he said. "The Department of Defense is under tremendous pressure, and its at a very high level."

The DOD failed to meet its own deadline for deciding whether Dan River Mills of Greenville is guilty of racial discrimination and therefore ineligible for a $16 million contract on which it reportedly submitted the low bid.

But there is a larger issue:

(See DAN RIVER, Page 3-A)

... Dan River

Continued From Page 1-A

That of how the New Nixon Administration will handle civil rights cases throughout the textile and other industries.

Asked about the case early Friday, a Defense Department spokesman said he expected to have a statement later in the day. However, none was issued, and another spokesman said the Pentagon will "definitely have a statement" early today.

As in an unrelated but similar case earlier this week involving school integration. Sen. Strom Thurmond, Republican from South Carolina, has asked the President to delay a decision until the new administration can make its own investigation into an issue inherited from the Johnson Administration.

A spokesman for Thurmond's office said Friday the senator thinks both cases were left pending by the Johnson Administration in order to embarrass Nixon.

Another source in the new administration described both cases as "two bombs dropped on the Nixon administration."

The textile case is an outgrowth of a year-long investigation of the eight largest textile plants in the Carolinas by the Office of Federal Contract Compliance and the Department of Defense. The results of the investigation have never been officially released but the Washington Post quotes unnamed sources as saying "rather significant" discrimination against Negroes, particularly Negro women, was found.

Cauthen Cites Textile Statistics

By JACK F. ROACH
Columbia Bureau

COLUMBIA—Withdrawal of federal government contracts would "be disruptive" to the South Carolina textile industry "to say the least", John K. Cauthen, executive director of the South Carolina Textile Manufacturers Association said Friday.

Cauthen was referring to reports from Washington that eight major textiles firms with mills in the Carolinas could lose their federal contracts because of alleged failure to comply with the 1964 Civil Rights Act.

A labor Department official was quoted as saying the department found significant employment problems in that . . ."there is almost a complete exclusion of Negro females."

Cauthen cited statistics that showed there are about 6,000 Negro females employed in the state's textile labor forces of about 140,000 persons. He also said that of the total number of persons employed in the textile industry in the state, about 20 per cent are Negro males or females.

Referring to the governments' attitude on Negro employment, Cauthen said that last year Samuel L. Jackson of Kansas, a former member of the government's Civil Rights Commission and a Negro, only last year told him while on a visit to South Carolina that in the state " . . . integration in the textile industry was a success story."

Cauthen said the industry has a double desire—to supply goods for the armed forces and to do business with the government. If government contracts with the state's textile industry were cancelled, Cauthen said, it is problematical whether the government would get the goods it needs.

In addition, he explained, South Carolina represents about 30 per cent of the national textile industry and if the contracts were cancelled, ". . . there's no doubt about it that the state could suffer a serious economic set back."

He said about two-thirds of the state's industrial payroll is involved with textile and textile-affiliated business.

Gov. Robert E. McNair in his state-of-the-state address three weeks ago proposed an increase in corporate income taxes from five to six per cent as a means of increasing state revenue.

Cauthen just this week appeared before the House Ways and Means Committee and advised that the textile industry would not oppose the proposed tax increase.

A recession in textiles, which Cauthen predicts if the government contracts are cancelled, would seriously affect South Carolina's tax revenue in the coming year.

THE NEWS AND COURIER

FEBRUARY 1, 1969

BEST COPY AVAILABLE

Greensboro Daily News 2/1/69

Anti-Discrimination Issue

Decision Due On Defense Contracts For Dan River

New York Times News Service

WASHINGTON — The government reached the crunch point Friday on the delicate political issue of enforcing its anti-discrimination policy in Southern mills producing defense supplies.

The immediate question is whether the Defense Department is going to deny a $16 million textile contract to Dan River Mills, Greenville, S.C., until the company presents an affirmative action program to integrate its work force.

In some respects the issue is even more significant than school integration.

It is an issue on which all the Negro and civil rights groups are united.

At least two Republican Senators, with polarized views, have taken an active interest.

What happens in the Dan River case will establish the pattern for at least seven other Southern textile companies which hold defense supply contracts and employ many thousands of white Southerners.

* * *

THE DEFENSE Department had been expected to make a decision Friday, but Labor Department sources said they had been advised that the decision might be deferred until Monday or Tuesday at the latest.

Sen. Strom Thurmond, R-S.C., sent a telegram to President Nixon asking for a delay and a review of the case.

Sen. Edward W. Brooke, R-Mass., also has indicated his interest in enforcement of the anti-discrimination policy.

Brooke's office said it "understood" that the decision "will be made at the Department of Defense in the normal process without intervention by higher officials." If there is a decision for enforcement and an appeal to another level, "we expect to stand for strict enforcement," the senator's office said.

A year ago the Labor Department's office of contract compliance began an examination of testile hiring policies in North Carolina and South Carolina and negotiations to bring them into compliance with federal regulations. Other companies included Burlington Mills and J. P. Stevens.

* * *

EVENTUALLY IT was decided to focus on one company with a view of facilitating adoption of a pattern that would be applicable to all the mills. Dan River's proposals were unsatisfactory to the Labor Departlines were postponed several times.

Recently, Albert B. Fitt, assistant secretary of defense, a Johnson administration holdover, asked Jack Moskowitz, deputy assistant secretary of defense for civil rights and industrial relations, to submit his recommendations by Jan. 31.

In the last few days, there was a meeting between Moskowitz and Dan River attorneys, reportedly arranged as the result of Thurmond's telegram to the president.

The Defense Department has been dealing directly with Dan River Mills on the compliance issue since last spring.

The government's policy is based on a 1965 executive order, one regulation of which says that no supply contract, nationally advertised and involving more than $1 million, shall be awarded unless the federal contracting agency determines that the contractor is in compliance with the affirmative action policy against discrimination.

* * *

AFFIRMATIVE action means that the employer has to recruit, if necessary, to end bias in his plant. Simply hiring a member of a minority group who happens to appear at the plant gate is less than true compliance. The same policy is imposed on unions, some of which have denied apprentice training and membership to minority groups.

The Defense Department has several alternatives available in the Dan River case.

It can find that the company's antidiscrimination proposal is acceptable.

It can find that sufficient time for conciliation has elapsed and that the company has not compiled. It could grant an additional period of 10 days or two weeks with hard notice that it will lose its eligibility as a contractor.

Although each department is urged to decide its own cases, Defense could refer a case to the Labor Department's Office of Federal Control compliance.

N.Y. TIMES 2/9/69 XEAM

U.S. Textile Contracts in South Predicted on Rights Guarantees

WASHINGTON, Feb. 7 (AP) —The Defense Department announced Friday that it would award $9.4-million in contracts to three Southern textile companies after receiving assurances that they would move to eliminate discrimination in employment.

The announcements said the decision was to proceed with the awards ::on basis of progresss already made" toward equal employment opportunity and assurances of further action given to Deputy Secretary of Defense David R. Packard by officials of the three companies.

The action affects Dan River Mills, Inc., Danville, Va.; Burlington Industries, Inc., with plants in North Carolina and South Carolina; and J. P. Stevens & Co., Inc., with factories in South Carolina.

The case was regarded as a "watershed action" that might set a precedent for enforcement of laws guaranteeing nondiscrimination against Negro employes by contractors in the textile industry.

Some time ago Senator Strom Thurmond, Republican of South Carolina, asked the Pentagon, through a telegram to President Nixon, to review employment requirements for Dan River. At the time, a source said that the Senator felt those requirements were "arbitrary, capricious and impossible to meet."

The announcement today said that soon after taking office in late January, Mr. Packard discussed with the chief executive officers of the three companies "the need for further affirmative action to assure equal employment opportunities at these plants."

It said that Mr. Packard emphasized that, while progress had been made toward equal employment opportunity goals, "full compliance has not yet been achieved."

"In the discussions with these textile executives," the Pentagon said, "he received assurances of affirmative action."

Periodic progress reports will be required, the Defense Department said, and Mr. Packard "will continue to give personal attention to this matter."

The awards, which are for procurement of 18.7 million yards of field uniform cloth, were based on competitive bids, the announcement said.

Five other textile concerns not named by the Defense Department, were covered in a year-long survey of nondiscrimination compliance in textile industries.

A defense spokesman said these concerns were not involved in the contracts at issue in this case.

Mr Fred Cooper 2-1-69

Jim Pierce

Scott Hoyman

N.C. Fund

Betty Barnes

Halifax Co Voters ~~League~~ Movement
N.C.

Rev. Jerneal Webb
307 Holmes Pl.
Weldon, N.C.

"He is a big, easy going man in business for himself."

",My hunch is , he failed. On the surface he was successful in Choanoke Area Development, but, in my personal feeling, he's a second rater. A used car salesman."

"When it comes to dealing with those 19th century textile men, he will go in almost as a fellow white conspirator. He'll say something like, 'Look, fellows, what are we going to do?" And when they say, "Not aa damn thing,' he'll fret over it, probably come up with a small success, but concerning Negro employment in textile mills, you can't expect much from him."

"H'e's out of his element on a statewide function. Strictly a smalltime eastern North Carolina chamber of commerce man."

"He was executive secretary of the Roanoke Rapids CofC when J. P. Stevens busted the hell out of textile unions there."

TEAM

Race Peace Unit Gets New Chief

RALEIGH (AP)—Gov. Robert Scott went to one of North Carolina's most successful antipoverty organizations Friday for a man to steer his racial trouble-shooting agency, the state Good Neighbor Council.

The appointment as council chairman went to Fred L. Cooper, 46, who for the past four years has been executive director of the Choanoke Area Development Association, a $2.5 million a year operation in Northeast North Carolina.

"This is one of the most important appointments of my administration," Scott said at a news conference.

Cooper comments on his new job, Page 2.

"The council should be more than an agency to put out brush fires," he said.

Once the General Assembly approves his previously announced plan of reorganization for the council, Scott said, Cooper will become executive director. Someone else will be named chairman.

Scott also recalled that he had previously stated his intention to ask the General Assembly to provide more money for the council to broaden its scope of activities and increase its staff.

"We cannot grow and prosper unless there is good will among our citizens," Scott said.

"I urge all citizens to give (Cooper) their full support and give their full support as well to the work of the council," Scott said.

Cooper will take over from Dr. James Taylor of Durham, who has been acting chairman since the recent death of David Coltrane. Taylor will continue as vice chairman.

"I appreciate the confidence the governor has placed in me," Cooper said in accepting the appointment.

AP Wirephoto

FRED L. COOPER
. . . Scott appointee . . .

Winston Salem Journal 2-1-69

He said his duties with the Choanoke Association, from which he resigned Thursday night, involved "similar work."

"We think we have produced one of the most respected community action agencies in the country," he said. "We have been recognized as such."

Cooper said the work of the council will be "a most difficult task . . . but I feel we can accomplish much."

Cooper is a graduate of North Carolina State University at Raleigh. He was executive secretary of the Roanoke Rapids Chamber of Commerce and ran an insurance agency before joining the Choanoke association.

The association operates in Hertford, Halifax, Northampton and Bertie Counties.

Cooper resides at Murfreesboro.

Anti-Poverty Worker

Scott Names New Chairman For Good Neighbor Council

BY RICHARD DAW
Associated Press Writer

RALEIGH — Gov. Bob Scott reached into the ranks of one of North Carolina's most successful anti-poverty organizations Friday and came up with a man to steer his racial trouble-shooting agency, the state Good Neighbor Council.

The appointment as council chairman went to Fred L. Cooper, 46, who for the past four years has been executive director of the Choanoke Area Development Association, a $2.5 million a year operation in Northeast North Carolina.

"This is one of the most important appointments of my administration," Scott said at a news conference as he underscored his oft-stated stand that attacking racial ills will be a cornerstone of his four years in office.

What Are Fred Cooper's Hopes For The Good Neighbor Council? Story Is On A-7.

* * *

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* * *

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* * *

HE SAID his dutues with the Choanoke Association, from which he resigned Thursday night, had involved "similar work."

AP Wirephoto

Good Neighbors: L-R, Dr. James Taylor, Fred L. Cooper, Gov. Robert Scott

Greensboro Daily News 2/1/69

TEAM

Greensboro Daily News 2-1-69

Involvement Needed—Cooper

New Race Relations Chairman Is Hopeful

BY NOEL YANCEY
By Associated Press

RALEIGH — The greatest need in order to improve racial relations in North Carolina is for the entire population to get involved.

That is the opinion of Fred L. Cooper, who was named by Gov. Bob Scott Friday to be chairman of the North Carolina Good Neighbor Council. As such, he will become the state's number one racial troubleshooter.

Cooper, 46, is now director of the Choanoke Area Development Association, a four-county community action agency with headquarters in Murfreesboro.

* * *

HE FEELS that his work with CADA, which had a multitude of programs to assist the poor in becoming self sufficient, will give him a good background for his duties as head of the Good Neighbor Council, which he will take over on March 1.

"I think the greatest need is to secure participaion from the whole population," Cooper said. "Our success in CADA was primarily based on total involvement of the entire community."

Cooper expressed the opinion that the racial situation in North Carolina "has improved quite a bit in the last several years, and I look forward to a continuation of this in the future."

* * *

A NATIVE of Savannah, Ga., Cooper's family moved to Roanoke Rapids when he was a boy. He studied ceramics engineering at North Carolina State University but never practiced the trade. He was a Marine in World War II and saw action on Guadalcanal.

After working as a cost accountant for J. P. Stevens Co., Cooper served as director of the Roanoke Rapids chamber of Commerce and then opened his own insurance agency. He moved to Murfreesboro three years ago to serve as executive director of CADA.

Cooper recalls that one of the CADA programs was featured on NBC television and another on CBS.

* * *

THE ONE CARRIED on CBS told about Bertie Industries, which was a sewing industry formed by a group of people, most of whom came off the relief rolls.

Cooper said Bertie Industries nearly went bankrupt, but its workers stayed with it. They went for seven weeks without pay but did not return to the relief rolls.

"This just proves as I see it the popular belief that people on welfare do not want to work is wrong," Cooper said. "They will work when they get a chance. They had been on welfare but they did not return to it. Not many of us would go seven weeks without pay." Now, he said, the enterprise is getting back on its feet and the workers are being repaid.

file: TEAM

February 4, 1969

Miss Jean Fairfax
NAACP
Legal Defense & Educational Fund, Inc.
10 Columbus Circle
New York, New York 10039

Dear Jean:

Kehrer was able to supply us with the enclosed rundown on Big 10 Mill plant locations and number of employees. In most cases the material seems to have been up-dated. However, you will note that sometimes they are talking about plant ownership and other times talking about controlling interests or simply "company interest."

These materials should be useful as a guide but I would urge that we not give them wide circulation as to either source or being the final word in a company's degree of interest in a given plant.

Sincerely,

Emory F. Via, Director
Labor Program

EFV/km

cc: Mordecai Johnson
Bob Valder
Allan Black

TEXTILE WORKERS UNION OF AMERICA
Research Department
New York, New York

C #35
Rev. 5

Mills Owned Outright or Controlled
by Deering, Milliken Interests

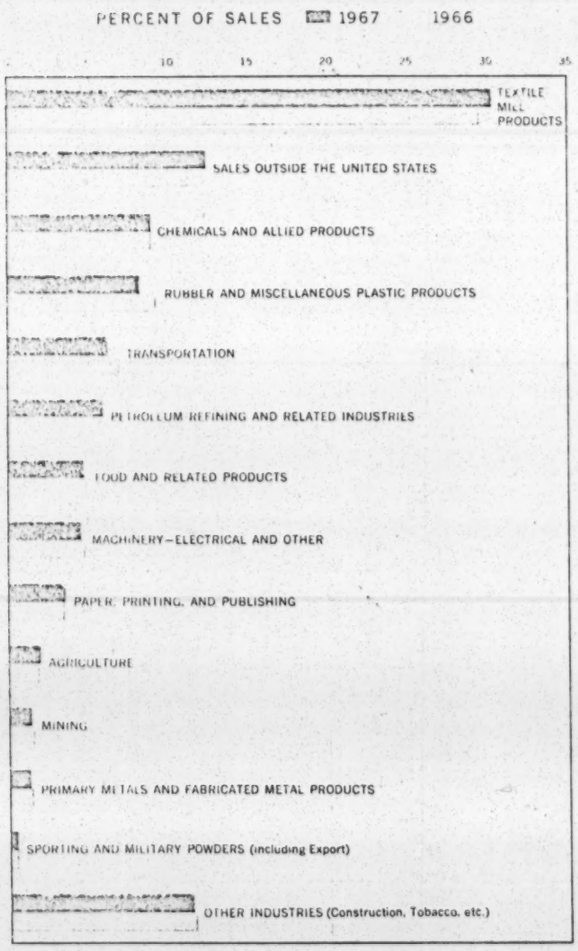
Company & Location	Product	No. Emps.	Date Acquired
Maine			
Machias	Filament rayon fabrics	90	2/56
New Hampshire			
Exeter (Milliken Industrial Inc.)	Dye and finish cotton and synthetic, and industrial fabrics; mercerize piece goods	435	2/66
Pennsylvania			
Wycomb (Gayley Wycomb Corp.)	Knitted elastic powernet, novelty elastic goods, covered rubber thread	125	4/65
North Carolina			
Columbus	Woolen piece goods	200	(1951)
Red Springs	Synthetic and blended fabrics) ---	800	4/63
Robbins	Synthetic and blended fabrics)		4/63
South Carolina			
Abbeville	Rayon & woolen blended woven goods	1000	
Barnwell (Barnwell Woolen Mills)	Woolens and synthetic blends	850	4/63
Belton (Peerless Mill)	Synthetic and blended fabrics	300	4/63
Blacksburg (Pacolet Industries, Inc.)	Textile finishing (cotton-polyester fabric)	400	(1963)
Clemson (Excelsior Clemson Mills)	Synthetic yarns, cord and tire fabrics	400	(1945)
Gaffney (Gaffney Mfg.Co., unit of Pacolet Inds.Inc.)	Broadcloth, bandage cloth, sugar bag cloth & print cloth	1100	
Greenville (Judson Mills)	Fine cotton and rayon fabrics; dye & finish	1100	
Hartsville (Pacolet Industries, Inc.)	Broadcloth	450	
Honea Path	Synthetic and blended fabrics	250	4/63
Johnston (Excelsior Worsted Mills)	Worsted suiting fabrics, fancies and piece dyes	550	(1943)
Kingstree	Men's and women's wear woolens	175	4/56
Laurens (Clemson Industries, Inc.)	Weaving		
Laurens (Laurens Mills)	Synthetic fabrics and sales yarn, knitted fabrics	650	
Lockhart (Pacolet Industries, Inc.)	Wide print cloths, diaper cloth, knit fabrics	728	

Company & Location	Product	Emp.	Acquired
South Carolina (Cont'd.)			
McCormick (Excelsior Worsted Mills)	Worsted, weaving and knitting yarns	500	(1947)
Marietta (Gayley Mill)	Elasticized fabrics	600	(1951)
Marietta (Mayco Yarns, div. of Magnolia Inds.,Inc.)	Texturized yarns for hosiery and outerwear		
Pacolet Mills (Pacolet Mills Div.)	Sheetings and drills	700	
Pacolet Mills (Pacolet Yarns Div.)	Cotton yarns		
Pendleton (Excelsior Worsted Mills)	Dye and finish worsteds and rayon suitings	300	(1949)
Pendleton (Pacolet Industries, Inc.)	Filament synthetic fabrics	400	(1948)
Saluda	Spinning	200	(1966)
Spartanburg (Pacolet Industries, Inc.)	Combed cotton and synthetic fabrics	1200	
Union (Excelsior Woolen Mills)	Men's and women's wear woolens; dye and finish	440	
Union (Monarch Mill Div., Pacolet Inds., Inc.)	Wide print cloth, industrial and synthetic blend fabrics	929	
Union (Ottaray Mill Div., Pacolet Inds., Inc.)	Cotton corduroy and poplin, synthetic blend fabrics	320	
Williamston (Williamstown Weaving Plant)	Synthetic and blended fabrics	400	4/63
Williamstown(Williamstown Throwing Plant)	Synthetic yarn throwing	400	4/63
Georgia			
Gainesville (Pacolet Industries, Inc.)	Print cloths and sheeting	700	
Hartwell	Synthetic and blended fabrics	350	4/63
LaGrange (Callaway Mills Co.)		a/	
Calumet Plant	Tufted area & scatter rugs		4/68
Elm City Plant	Terry towels, industrial yarn		4/68
Hillside Plant	Carpeting, dyed rawstock,truck lining.		4/68
Kex Plant	Dust cloths, wiping cloths, mops, seat covers		4/68
Unity Plant	Apron, army, belt, filter, and hose duck; industrial yarn		4/68
Valway Plant	Carpet yarns, mop yarn, filter fabric, tire fabric		4/68
Lavonia (Pacolet Inds.Inc.)	Cotton fabrics (500 [illegible])		(1966)
Manchester (Calloway Mills Co.)	Apparel fabrics, cover cloth, duck, drills, satteens, twills, headlining fabrics, drapery fabrics	a/	4/68
New Holland (Pacolet Industries, Inc.)	Wide industrial fabric, twills, apparel fabric		
Thomson	Filament rayon and acetate fabrics	225	(1951)

( ) Year constructed
a/ 5000 employees in La Grange and Manchester, Ga.

TWUA RESEARCH
8/30/68

Sales to Principal Industries



PAGINATION INCORRECT

DIRECTORY

Industrial Departments

ELASTOMER CHEMICALS DEPARTMENT

Charles J. Harrington, *General Manager*

PRODUCTS

Neoprene, "Nordel", "Hypalon", "Viton", and "Adiprene" Synthetic Rubbers, "Hylene" Organic Isocyanates, Accelerators, Antioxidants, and Miscellaneous Chemicals for natural and synthetic rubber.

PLANTS

Beaumont, Tex. Louisville, Ky.
Deepwater, N. J. Montague, Mich.

ELECTROCHEMICALS DEPARTMENT

John M. Clark, *General Manager*

PRODUCTS

Polymers for nonplastic uses: "Elvanol" Polyvinyl Alcohol; "Elvacet" Polyvinyl Acetate Emulsion; "Elvax" Vinyl Resins; Methacrylate Monomers; "Elvacite" Acrylic Resins; "Elvamide" Nylon Resins; "Elvace" Acetate/Ethylene Copolymers.

Peroxygen Products for bleaching and chemical uses: "Albone" Hydrogen Peroxide; "Oxone" Monopersulfate Compound; Sodium Perborate.

Solvents: "Triclene" Trichlorethylene; "Perclene" Perchlorethylene; "Valclene" Drycleaning Fluid; Methylene Chloride; Chloroform; Methyl Chloride; Tetrahydrofuran.

Sodium Products: Sodium Cyanide; Potassium Cyanide; Hydrogen Cyanide; Metallic Sodium; Electroplating Chemicals.

Electronic Products: Precious Metal Compositions for electronic and decorative uses.

PLANTS

Memphis, Tenn. Niagara Falls, N. Y.

EXPLOSIVES DEPARTMENT

Bill H. Mackey, *General Manager*

PRODUCTS

Commercial Explosives and Accessories;

Explosives Specialties;

Nitric Acid, Nitrobenzene, Aniline, Diphenylamine, Sodium Nitrite, Chemical Blowing Agents, and Dimethyl Terephthalate;

Industrial Nitrocellulose and Sodium Carboxymethyl Cellulose;

Explosion-Bonded Clad Metals;

Military and Sporting Powders.

PLANTS

Barksdale, Wis.
Beaumont, Tex.
Birmingham, Ala.
Carney's Point, N. J.
Du Pont, Wash.
Gibbstown, N. J.
Louviers, Colo.
Martinsburg, W. Va.
Memphis, Tenn.
Moosic, Pa.
Old Hickory, Tenn.
Pompton Lakes, N. J.
Seneca, Ill.

FABRICS & FINISHES DEPARTMENT

Walter F. H. Mattlage, *General Manager*

PRODUCTS

Synthetic Elastomer Coated Fabrics and Sheeting for gaskets, diaphragms, and other industrial applications for automotive, aviation, chemical, and petroleum industries;

"Teflon" TFE-Fluorocarbon, "Lecton" Acrylic, and "Pyre-M.L." Polyimide Enamels and Coated Glass Fabrics for electrical insulation and other industrial applications;

Protective and decorative finishes for all industrial, automotive, marine, transportation, institutional, and consumer purposes including "Dulux" Enamels, "Duco" Lacquer Enamels, "Lucite" Acrylic Finishes, "Flow Kote" Paints

FABRICS & FINISHES DEPARTMENT (continued)

and Enamels, adhesives, paper coatings, "Budium" Can Coatings, "Du-Lite" Fluoropolymer Enamels, and "Teflon" Finishes for cookware and other anti-stick applications;

Automotive Maintenance products including "7" polishes, waxes, radiator chemicals, and oil and gasoline additives; "Zerone", "Zerex", and "Telar" Anti-Freezes;

Brushes, combs, and other fabricated plastic articles; Cellulose sponges;

"Corfam" Poromeric Products for shoe uppers, accessories, and industrial applications.

PLANTS

Chicago, Ill.	Old Hickory, Tenn.
Columbia, Tenn.	Parlin, N. J.
Everett, Mass.	Philadelphia, Pa.
Fairfield, Conn.	South San Francisco, Calif.
Flint, Mich.	
Fort Madison, Ia.	Toledo, O.
Leominster, Mass.	Tucker, Ga.

FILM DEPARTMENT

Walter O. Simon, *General Manager*

PRODUCTS

Films for packaging, agricultural, industrial, and construction uses: Acetate Film, Cellophane, "Mylar" Polyester Film, Polyethylene Film, "Tedlar" PVF Film, and "Clysar" Polyolefin Film;

"Kapton" Polyimide Film;

"Vexar" Plastic Netting and Piping.

PLANTS

Buffalo, N. Y.	Florence, S. C.
Circleville, O.	Richmond, Va.
Clinton, Ia.	Tecumseh, Kans.

INDUSTRIAL AND BIOCHEMICALS DEPARTMENT

Edward R. Kane, *General Manager*

PRODUCTS

Industrial Chemicals: acids, amines, chrome complexes, colloidal silica, flame retardants, formaldehyde, methanol, silicates, reagents, solvents, urea, and zinc chloride for the chemical, electronics, food, glass, metal, paper, petroleum, textile, and allied industries.

Agrichemicals: animal feed supplements, fertilizer and fertilizer ingredients, insecticides, seed disinfectants, plant fungicides, weed and brush killers for agricultural and industrial uses.

Pharmaceuticals: "Symmetrel" Amantadine Hydrochloride.

PLANTS

Augusta, Ga.	Gonzales, La.
Belle, W. Va.	Huron, O.
Cleveland, O.	La Porte, Tex.
Cornwells Heights, Pa.	Linden, N. J.
East Chicago, Ind.	North Bend, O.
	Perth Amboy, N. J.
Ecorse, Mich.	Richmond, Va.
Fortville, Ind.	Toledo, O.
	Wurtland, Ky.

INTERNATIONAL DEPARTMENT

Benjamin F. Schlimme, *General Manager*

See foreign subsidiary and affiliated companies listed on pages 56 to 59, inclusive.

ORGANIC CHEMICALS DEPARTMENT

William C. Kay, *General Manager*

PRODUCTS

Dyes and Organic Chemicals for the textile, paper, leather, and other basic industries;

"Freon" Refrigerants, Aerosol Propellants, and Fluorinated Solvents and Chemicals;

Lead Antiknock Compounds and other Additives for the petroleum industry.

PLANTS

Antioch, Calif.	East Chicago, Ind.
Deepwater, N. J.	Louisville, Ky.
	Montague, Mich.

Industrial Departments (continued)

PHOTO PRODUCTS DEPARTMENT

Edwin A. Gee, *General Manager**

PRODUCTS

Motion Picture, Aerial, Instrumentation, X-Ray, Portrait, Graphic Arts, and Engineering Reproduction and Drafting Films;

Recording and Professional Photographic Papers;

X-Ray Screens;

"Dycril" and "Lydel" Photopolymer Printing Plates;

"Crolyn" Magnetic Tape;

Photographic Chemicals.

PLANTS

Brevard, N. C.
Parlin, N. J.
Rochester, N. Y.
Towanda, Pa.

*Effective February 1, 1968.

PIGMENTS DEPARTMENT

Joseph Shrawder, Jr., *General Manager*

PRODUCTS

Titanium Dioxide Pigments, Pigment Colors, Potassium Titanate, Zircon, and Staurolite.

PLANTS

Antioch, Calif.
Baltimore, Md.
Edge Moor, Del.
Lawtey, Fla.
Newark, N. J.
New Johnsonville, Tenn.
Newport, Del.
Starke, Fla.

PLASTICS DEPARTMENT

Roy L. Schuyler, *General Manager*

PRODUCTS

Plastic Materials for molding and extrusion, including "Alathon" Polyolefin Resins, "Delrin" Acetal Resins, "Lucite" Acrylic Resins, "Rulan" Flame-Retardant Plastic, "Surlyn" Ionomer Resins, "Teflon" Fluorocarbon Resins, and "Zytel" Nylon Resins;

Methacrylate Monomers for casting and "Lucite" Acrylic Sirup;

"Butacite" Polyvinyl Butyral Sheeting for safety glass;

"Teflon" FEP-Fluorocarbon Film and Tubing;

"Aldyl" Polymeric Pipe and Fittings;

"Vespel" Diamond Abrasive Products and Precision Parts from Polyimide Resins;

Nylon Filaments and Extruded Shapes, including "Tynex" Nylon Filaments, "Herox" Nylon Level Filaments, "Felor" Nylon Filaments, "Vylor" Monofilaments, "Stren" Monofilament Fishing Line, "Ruvea" Ribbon Yarns, and "Dymetrol" Continuous Precision Forms;

"Dacron" Polyester Monofilaments.

PLANTS

Laplace, La.
Newark, Del.
Orange, Tex.
Parkersburg, W. Va.
Tulsa, Okla.
Victoria, Tex.

TEXTILE FIBERS DEPARTMENT

Russell C. Weigel, *General Manager*

PRODUCTS

"Acele" Acetate Yarn;

"Dacron" Polyester Textile and Industrial Yarn, Staple, and Fiberfill;

"Lycra" Spandex Yarn;

Nylon Textile and Industrial Yarn and Staple, "Antron", "Cantrece", and "Nomex" Nylon Products;

"Orlon" Acrylic Staple;

Spunbonded Products of "Reemay" Polyester, "Typar" Polypropylene, and "Tyvek" Polyethylene;

"Teflon" TFE-Fluorocarbon Fiber.

PLANTS

Camden, S. C.
Chattanooga, Tenn.
Kinston, N. C.
Martinsville, Va.
Old Hickory, Tenn.
Richmond, Va.
Seaford, Del.
Waynesboro, Va.
Wilmington, N. C.

TEXTILE WORKERS UNION OF AMERICA
Research Department
New York, New York

C-#20
Revision 2

BURLINGTON INDUSTRIES, INC.

Plant & Location	Product	Employees	Union
NORTH			
Massachusetts			
Goodall Vinyl Fabrics Co.	Vinyl plastic coated fabrics	250	FLU
Reading			
New Jersey			
Hess, Goldsmith & Co.			
Glass Fabric Finishing Co.	Finish fiberglass, broad goods		
Cedar Grove			
Harris Brothers Plant	Narrow fabrics		
Fair Lawn			
Hess, Goldsmith & Co.	Glass fiber		
Linden			
Pennsylvania			
Atwater Throwing Co.			
Wilkes Barre	Synthetic throwing	150	TWUA
Plymouth	Throwing, warping	140	TWUA
Hess, Goldsmith & Co.			
~~Taylo~~	~~Glass & Nylon fabrics~~	~~150~~	~~UTWA~~
Philadelphia	Ribbons and tapes	150	
Ohio			
~~Adler Co.~~	~~Stockinette~~	~~70~~	
~~New Richmond~~			
SOUTH			
Virginia			
Dublin Finishing Plant	(Part of Klopman Mills Div.)		
Dublin	Dye & Finish	425	
Old Dominion Finishing Plant			
Altavista (Hurt)	Dye & Finish rayons	300	
Altavista Weaving Plant			
Altavista	Filament fabrics	600	
Radford Weaving Plant (New River Textiles)			
Radford	Rayon fabrics	250	
Vinton Weaving Co.			
Vinton	Broad woven synthetic fabrics	600	
Galax Weaving Plant			
Galax	Rayon fabrics	260	
Royal Oak Plant			
Marion	Full fashion hosiery		
~~Salem Hosiery Plant~~			
~~Salem~~	~~Hosiery~~	~~250~~	
Town House Hosiery Plant			
Chilhowie	Hosiery		
Pacific Mills Division			
Brookneal	Dye wool fabrics	375	
Clarksville	Dye wool fabrics	625	
Halifax	Wool yarn & fabric	800	
Drakes Branch	Wool yarn & fabric	625	

Plant & Location	Product	Employees	Union
South Hill Plant			
South Hill	Narrow fabrics		
James Lees & Sons Co.			
Glasgow	Carpets	2300	
West Virginia			
White Sulphur Plant			
White Sulphur Springs	Narrow fabrics		
Tennessee			
Bristol Weaving Plant			
Bristol			
Harriman Plant			
Harriman	Hosiery, dye & finish	1350	
The Adler Co.			
Rockwood	Sport socks		
Glen Johnson-City Plant	(Part of Klopman Mills)		
Johnson City	Filament fabrics		
Peerless Woolen Mills			
Cleveland	Woolen fabrics	600	
North Carolina			
Greensboro Finishing Plant			
Greensboro	Dye & finish rayons	)	
Development Finishing Plant		)350	
Greensboro	Dye & finish rayons	)	
Wake Finishing Plant			
Wake Forest	Dye & finish synthetics	350	
Plaid Mills Plant			
Burlington	Rayon piece goods	400	
Fayetteville Plant			
Fayetteville	Spun rayon fabric	400	
Cascade Rayon Plant			
Mooresville	Spun rayon fabric	500	
Elm Street Greensboro Weaving Plant			
Greensboro	Rayon piece goods	240	
Franklinton Plant			
Franklinton	Spun rayon fabrics	200	
Hosiery Plant	Combined operations of Vance		
Kernersville	Hosiery and Rockwood mills		
Lakedale Plant			
Fayetteville	Spun rayon yarn	500	
Ranlo Plant			
East Gastonia (Ranlo Station)	Spun rayon yarn	300	
Robeson Plant			
St. Pauls	Spun rayon yarn	400	
St. Pauls Rayon Plant			
St. Pauls	Spun rayon yarn	200	
Cetwick Plant			
Asheboro	Rayon throwing		
Hillcrest Throwing Plant			
High Point	Rayon throwing		
Decorative Fabrics Fin. Plant			
Burlington	Dye & finish upholstery & drapery	200	
Piedmont Weaving Plant			
Burlington	Upholstery & drapery fabrics	950	

Plant & Location	Product	Employees	Union
~~Ossipee Weaving Plant~~			
~~Ossipee~~	~~Rayon weaving~~	~~300~~	
Reidsville Drapery & Bedspread Plant, Reidsville	Sew drapery & bedspreads		
Smithfield Plant			
Smithfield	Cotton yarn		
Mayfair Plant			
Burlington	Tricot knits, finish	200	
May Hosiery Finishing Plant ~~#~~			
Burlington	Finish full fashion hosiery		
Hosiery Finishing Plant			
Greensboro	Finish full fashion hosiery		
~~McLaurin Finishing Plant~~			
~~Asheboro~~	~~Finish hosiery~~	~~500~~	
Grabur Plant			
Burlington (Graham)	Rayon throwing	250	
Wadesboro Hosiery Plant			
Wadesboro	Full fashion hosiery		
Franklin Plant			
Franklin	Hosiery	500	
McEwen Plant			
Burlington	Hosiery		
Pacific Mills Division			
~~Roxboro~~	~~Burling & mending~~	~~50~~	
Hot Springs	Blended yarns	125	
Raeford Worsted Plant (Pacific Mills)			
Raeford	Worsted fabrics	1500	
Ramseur Worsted Plant (Klopman Mills)			
Ramseur	Worsted fabrics		
Oxford Plant (Pacific Mills)			
Oxford	Worsted yarn		
Rhodhiss ~~Pacific~~ Mills			
Rhodhiss	Cotton sheeting	600	
Cramerton Mills			
Cramerton	Cotton & spun rayon fabrics	600	
Phoenix Plant			
Kings Mountain	Cotton yarn		
Flint Plant ~~#2~~			
East Gastonia	Cotton yarn	450	
Mays Plant (Cramerton Mills)			
Cramerton	Cotton yarn & spun rayon yarn		
~~Flint Plant #1~~ (Modena Plant) (Klopman Mills)			
~~East~~ Gastonia	Spun rayon yarn		
Klopman Mills Division			
Asheboro	Rayon weaving		
Central Falls	" "		
Newton	Spun rayon fabrics	250	
Cordova	" " "	500	
~~Goodall Sanford~~			
~~Hot Springs~~	~~Blended synthetic & animal fiber yarns~~		
B. I. Cotton Mills			
Marion	Print cloth	850	
High Shoals	Print cloth	500	
Tarboro	Print cloth	700	
RCG Love Mill			
Gastonia	Rayon & blended yarn		

Plant & Location	Product	Employees	Union
Balfour Mills (B.I. Cotton Mills Div.)			
Asheville	Cotton sheetings	400	
Trimil Corp. (B.I. Cotton Mill Div)			
Caroleen	Sheetings, print cloth	550	
Henrietta	Sheetings, shirtings, drills	400	
S. Blumenthal & Co.			
~~Rocky Mount~~	~~Plush & velour~~	)	
Wilson	Plush & velour	)1350	
Ivey Weavers, Inc. (B.I. Cotton Mill Div)			
Hickory	Cotton synthetic fabrics	300	
James Lees & Sons Co.			
Robbinsville	Tufted carpets, wool carpet yarn		
Rhyne-Houser Mfg. Co.			
Cherryville	Cotton & synthetic yarns	320	
Globe Mills			
Mt. Holly	Knitting & weaving yarns	175	
Lincolnton	Single carded knitting yarns		
Erwin Mills			
(#3) Cooleemee (2 plants)	Dye & finish drills, twills, jeans, cords		UTW
(#1) Durham	Sheetings, sheets, pillow cases		UTW
(#4) Durham	Wide sheetings, sheets, pillow cases		UTW
(#6) Durham	Combed percale wide sheetings, sheets, pillow cases		UTW
Durham	Bleachery & sewing plant		
(#2) Erwin	Vat & indigo dyed denim		TWUA
(#5) Erwin	Vat & indigo dyed denim		TWUA
South Carolina			
B. I. Cotton Mills	(F. W. Poe Mfg. Co.)		
Greenville	Print cloth, broadcloth, tobacco cloth	725	
Calhoun Falls	Print cloth	725	
~~Taylors~~	~~Bleach, dye, mercerize cottons~~	~~1700~~	~~Machine printers~~
	~~(formerly Southern Bleachery & Print Works)~~		~~Ben. Assn.~~
Balfour Mills			
Batesburg (Catlin Finishing Co.)	Tickings & shirtings	200	
Lexington	Twills, bed tickings	150	
Chartel Plant Spartanburg (Valley Falls)	Pocketings, twills	300	
Trimil Corp. (B.I. Cotton Mills)			
Cherokee Falls	Twills, sateens	450	
~~Cheraw Weaving Mills~~			
~~Cheraw~~	~~Synthetic goods~~	~~220~~	
James Fabrics			
Cheraw	Fiberglass weaving	1000	
Georgia			
Brighton ~~Mills~~ Plant (Klopman Mills Div.)			
Shannon	Cotton & synthetic fabrics	1500	
James Lees & Sons			
Dahlonega	Rugs & carpets		
Rabun Gap	Carpet & yarn		
Alabama			
Dothan Plant			
Dothan	Hosiery	325	

Plant & Location	Product	Employees	Union
Scottsboro Plant			
Scottsboro	Hosiery	450	
Florida			
Gulf Stream Plant			
Green Cove Springs	Hosiery		
Arkansas			
Charm Tred Mills			
Monticello	Tufted rugs	500	
Mississippi			
Erwin Mills			
(#8) Stonewall	Vat & indigo dyed denim		
Texas			
B. I. Cotton Mills	(Postex Cotton Mills)		
Post	Bed sheetings	350	
Sherman	Cotton duck & sheeting	340	
WEST			
California			
Burlington Hosiery Co. of Calif.			
Pomona	Hosiery finishing		
Pomona Textile Co.			
Pomona	Nylon & acetate tricot fabrics		
CANADA			
Burlington Mills Hosiery Co. of Canada			
Lachine, Que.	Seamless hosiery		
Waterloo, Que.	Seamless hosiery		
Burlington Mills Ribbon Co. of Canada			
Granby, Que.	Ribbon & narrow fabrics		
Burlington Mills Tricot Corp. of Canada			
Granby, Que.	Nylon & acetate tricot cloth		

Appendix

-1-

Burlington Industries, Inc

Co. & Location	Product	Emp
South Carolina		
Pee Dee Mills, Inc. Cheraw	Textile Printing	125
Staunton River Finishing Co. (Klopman Mills) Society Hill	Dyeing & finishing	400
Arkansas		
Monticello	Carpet yarn	
Tennessee		
Mountain City	Textured yarn	200-500
Virginia		
James Lees & Sons Hillsville	Carpet yarn	
North Carolina		
Mooresville Mills Mooresville	Cotton & blended fabrics	
Butler Plant St. Pauls	Rayon & blended yarns	
Burlington Industrial Fabrics Kernersville		
Pacific Mills Worsted Co. Lexington	Worsted fabrics	
Carolcen Mills (Leslie, Cattin & Co.) Carolcen	Print cloths & twills	200

Co. & Location	Product	Emp
North Carolina (con't)		
Caswell	Decorative fabrics	300
Mayflower Plant (Cramerton Mills) Cramerton	Blended fabrics; dye + fin	
Denton Plant (Klopman Mills) Denton	Blended fabrics	250
Reidsville Plant (Burlington Throwing Co) Reidsville	Stretch yarns	125
Rocky Mount Weaving Plt Rocky Mount	Weave drapery fabrics	100-150
Rocky Mount Drapery Plt. Rocky Mount	Sew draperies	
Globe Furniture Co. High Point (acq. 5/66)	Furniture	
Mount Olive	Drapery sewing	200
Williamsburg Plant Matkins	Drapery + upholstery fabrics	400

TWUA Research
1/30/69

TEXTILE WORKERS UNION OF AMERICA
Research Department
New York, New York

C #180
Revision 4

Appendix I

CANNON MILLS COMPANY INTERESTS

Company & Location	Product	No. Emp.	Spinning Spindles	Looms
North Carolina				
Amazon Cotton Mills				
Thomasville	Hosiery, merino and novelty yarns	700	24,552	-
Cannon Mills Company (See also under South Carolina)				
Concord				
Plant #2	Sheetings, towels, crashes	600	31,000	173
Plant #5	Sheetings	400	23,520	480
Plant #6	Upholstery & drapery fabric; bedspreads. Dye & finish.	1,700	23,000	715
Plant #9	Warp yarns	275	15,632	-
Plant #10 a/	Hosiery yarns & sheetings	1,075	27,720	592
Kannapolis				
Plant #1	Towels, domestic and industrial sheetings. Dye and finish.	11,000	185,468	6,592
Plant #4	Sheetings and yarns	1,700	72,660	1,958
China Grove				
Plant #8	Brown sheetings	285	15,008	333
Graham				
Plant #14	Glove flannels, suitings, uphol.fab.		3,456	220
Haw River				
Plant #15	Cotton yarns		9,476	1,050
Rockwell				
Plant #11	Single and ply yarns	125	12,364	-
Salisbury				
Plant #7	Wide sheetings	575	25,008	748
Swink Plant	Combed cotton sheeting	550	61,000	1,050
Oakboro Cotton Mills c/				
Oakboro	Cotton yarns	75	7,056	-
Roberta Mfg. Co. b/				
Concord	Cotton yarns	100 d/	7,560	
Tuscarora Cotton Mills				
Mount Pleasant	Cotton knitting & weaving yarns	80	9,072	-
Wiscassett Mills Co.				
Albemarle				
Spinning Mill	Combed and carded yarns	1,808	118,236	-
Knitting Mill	Full fashioned hosiery, dye, bleach	1,050	1,465	Ktg.mach.
South Carolina				
Cannon Mills Co.				
Central				
Plant #12	Narrow sheetings	400	22,968	577
York				
Plant #3	Sheetings and print cloths	350	18,620	464

Company & Location	Product	No. Emp.	Spinning Spindles	Looms
Georgia				
Imperial Cotton Mills				
Eatonton	Brown sheetings	300	17,216	403
Social Circle Cotton Mills Co.				
Social Circle	Wide sheeting	350	15,264	322

a/ Brown Mfg. Co. combined into Plant #10 to form single plant in 6/64.

b/ Owned by Cannon Mills Co.
c/ Owned by Tuscarora Cotton Mills
d/ Estimated

TWUA RESEARCH
9/18/68

Cone Mills Corp.

e & location	Product	Emp.
rganized Mills (TWUA)		
ranite Plant Haw River, N.C.	Dye & finish corduroy	500
Print Works Plt. Greensboro, N.C.	Print Khaki ingrige	800
Proximity Plant Greensboro, N.C.	Casduroy grey goods	750
Taborsley Plant Haw River, N.C.	Corduroy grey goods	371
Edna Plant Reidsville, N.C.	Greige goods (twills)	414
Minnola Plant Gibsonville, N.C.	Grey goods	430
White Oak Mill Greensboro, N.C.	Denim	1884
Dwight Warehouse Gadsden (Ala. City), Ala.	Warehouse	22
Unorganized Mills		
Pineville Plant Pineville, N.C.	Grey goods	515
Revolution Plant Greensboro, N.C.	Flannels, Dye & finish	1116

Cone Mills Corp.

Location	Product	Emp.
Unorganized Mills (cont.)		
Little Quilting Co. Olympic Plant Greensboro, N.C.	Quilted products Polyurethane foam	43
Cliffside Plant Cliffside, N.C.	Terry products	
Nevo Plant Hillsboro, N.C.	Corduroy grey goods	386
Florence Plant Forest City, N.C.	Print cloths	292
Henrietta Plant Henrietta (Avondale), N.C.	Corduroys	481
Salisbury Plant Salisbury, N.C.	Sport denims	538
American Spinning Plt. Greenville, S.C.	Cotton & syn fabrics and blends	542
Union Bleachery Greenville, S.C.	Bleach, dye & finish	850
Cone N. Home Plant Whitmire, S.C.	Draperies	
Printing and Finishing Plt Carlisle, S.C.	Bleach, dye & finish	800
Cheraw Dyeing & Finishing Co. Cheraw, S.C. (Leg. 7/66)	Custom dye & finish	50

Cone Mills Corp.

Co & Location	Product	Emp.	UNION
Unorganized Mills (cont'd)			
Kenneth Mills Walhalla, S.C.	Bedspreads, drapery fabric. Dye & fin.	225	
Houston Textile Co. Houston, Tex.	Mfr. & dye cotton & syn. blankets	350	
Otto B. May, Inc. (80% owned) Newark, N.J.	Dyes & chemicals for textile industry	66	UMW (DIST EO)
Whitmire, S.C. (open 1969)	Knit fabrics		

TWUA Local
10/62

TEXTILE WORKERS UNION OF AMERICA
Research Department
New York, New York

FIELDCREST MILLS, INC.

Co. and Location	Product	Emp.	Date of Acq.	Union*
New York				
Nye-Wait Rug Mill Auburn	Wilton carpets	175	9/58	a/
Pennsylvania				
Delaware Valley Wool Scouring Co. Philadelphia	Wool scouring		1/67 b/	
Virginia				
Towel Mill Fieldale	Terry towels & wash cloths	1139		TWUA (10/7/66)
North Carolina				
Blanket Mill Eden (Draper)	Blankets (woven and non-woven)	776		TWUA (11/27/39)
Sheeting Mill Eden (Draper)	Sheeting & pillowcases	475		TWUA (11/27/39)
Bedspread Div. Eden (Leaksville)	Cotton bedspreads	493		TWUA (11/27/39)
Karastan Rug Mill Eden (Leaksville)	Wool broadloom & cotton pattern rugs & carpets	985		TWUA (11/27/39)
Bleachery & Finishing Mill (Central Finishing) Eden (Spray)	Bleach, dye & finish blankets and sheeting	439		TWUA (3/26/41)
Sheet Finishing Mill Eden (Spray)	Cut & sew sheets	286		TWUA (3/26/41)
Bedspread-Finishing Mill Eden (Spray)	Cut, sew, dye, and package	210		TWUA (3/26/41)
Central Warehouse (Specials) Eden (Spray)	Warehouse & supplies	27		TWUA (3/26/41)
Winchester Spinning Corp. Asheville	Carpet yarns	125	11/66	
Alexander Sheeting Mill Forest City	Sheeting	300	6/64	

Co. and Location	Product	Emp.	Date of Acq.	Union*
North Carolina (con't)				
Karastan Spinning Div. Greenville	Carpet yarns	277	8/60	
Laurelcrest Carpet Mills d/ Laurel Hill	Tufted carpets	400	1/67	
Spinning Mill Mt. Holly	Weaving yarns	135	4/63	
N. Carolina Fin. Co. Div. Salisbury	Dye, bleach & finish cotton & synthetic fabrics	900	7/64	UTW
Automatic Blanket Mill Smithfield	Wire, bind & package automatic blankets	386	(1960)	
Foremost Screen Print, Inc. Stokesdale	Screen printing	300	(1963)	
Worthville Mill Worthville	Cotton yarns for towels	400	6/64	
Georgia				
Muscogee Mills Columbus	Terry towels & mattress ticking	1600	7/63	
Canada				
Crossley Karastan Carpet Mills, Ltd. c/ Truro, Nova Scotia	Tufted rugs & carpets	75	(1964)	

* Dates in parenthesis refer to date of 1st TWUA contract.

( ) Year plant opened, or effective date of first TWUA contract.

a/ TWUA had contract with Nye-Wait Company effective 8/10/51; decertified 4/9/52.

b/ 50% owned since 1960; 100% owned as of January, 1967.

c/ 50% owned.

d/ Yarn plant emp. 200 to open here in 8/69.

TWUA Research
12/4/68

Co & location	Product	Emp.	Union
Puerto Rico			
Arecibo	Women's seamless hosiery	640	
[new plant, 1968]	Women's seamless hosiery	600	
Canada			
Kayser-Roth of Canada, Ltd			
London, Ontario	Hosiery	108	b
London, Ontario	Taicot knit; dye & finish	40	c
Kayser Roth of Canada, Ltd			
Sherbrooke, Quebec	Women's hosiery, underwear, gloves		

a) TWUA won election in Unit B on 5/13/66. No contract as of 1/9/69.
b) TWUA won election on 10/8/68. No contract as of 1/9/69
c) TWUA certified without election 10/1/68. No contract as of 1/9/69.

TWUA Research
1/9/69

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Kayser Roth Corp. (cont)

Co & Location	Product	Emps	Union
Pennsylvania			
[illegible] Mills, Inc. [illegible]	Children's [illegible]	[illegible]	T-[illegible] O/B 1/68
Sapphire Corp. Quakertown	Women's seamless hosiery		
Sapphire Corp. Telford	Women's seamless hosiery		
Kayser Roth Corp. Wilkes-Barre	Lingerie	350	
Rhode Island			
Crown Tex Div. (Stamina Mills) Forestdale	acquired 1966 Spinning & weaving, woolen & worsted	200	TWUA
Columbia Narrow Fabric Co. Shamrock	acquired 1966 Cot. & silk elastic webbing	100	TWUA
North Carolina			
Kayser Roth Hosiery Co. Cheraw	(open 2/69) Women's hosiery	600-900 expected	
Kayser-Roth Hosiery Co. Lamar	Women's seamless hosiery	50	
[illegible] Pelion	(Poly-Tex) Interlining	150	sold 1/68
[illegible] Dillon	(Poly-Tex) Cot yarn	150	
Tennessee			
Kayser Roth Hos. Co. Dayton	Mens & boys sport sox	470	TWUA
Wisconsin			
Textile Realty Co. Milwaukee	Hosiery distribution center, warehouse	17	TWUA

(OVER)

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Kayser Roth Corp. (Cont)

Location	Product	Emp	Union
North Carolina (Cont)			
Kayser Roth Hosiery Co. Concord	Women's seamless hosiery		
Kayser Roth Hosiery Co. Graham	Elastic yarns & fabs, yarn processing, wool spinning		
Greensboro Hosiery Mills Greensboro	Women's seamless hosiery	226	
Kayser Roth Hosiery Co. (Duke Div.) Hickory	Men's seamless hosiery		
Hayward Hos. Co. (N.+L. Hos. Mills) High Point	Men's socks	85	
Kayser Roth Hos. Co. (Duke Div.) Maiden	Men's hosiery	150	
Kayser-Roth Hos. Co. Pittsboro	Women's hosiery		
Century Mills Div. Wilmington	Children's & women's underwear	250	
New Hampshire			
Crown Textile Div (Amer. Tex. Mfg. Co.) Manchester	Interlinings	650	TWUA
Virginia			
Independence (open 2/69)	Knit fabrics	125	

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Kayser Roth Corp. Plants (con't)

Co. Location	Product	Emp	Union
Georgia			
Crown Textile Div. Cedartown	Suit facing		
Holeproof Hosiery Co. Marietta	Hosiery		
Massachusetts			
Hayward Hosiery Co. Ipswich	Women's full-fashioned hosiery	70	
Mississippi			
Kayser Roth Lingerie Co. Clarksdale	Lingerie	200	
Kayser Roth Corp. Quitman	Children's sleepwear & underwear		
Columbia Narrow Fab. Co. (Kosa) Rolling Fork	narrow fabrics	sold 2/68	
North Carolina			
Kayser-Roth Hosiery Co. Alamance	Hosiery & children's stretchwear		
Kayser Roth Hosiery Co. Burlington	women's seamless hosiery men's hosiery	800	
Nu-Vogue Hosiery Mills Burlington	Women's hosiery		
Creedmoor (open 1/68)	Hosiery	150	

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(1st of 2 plant lists

Kayser - Roth Corp.
(Listed by State)

Co. & Location	Product	Emp.	Union
Alabama			
Kayser Roth Hosiery Co. Roanoke	Hosiery	expect. 500	(opened 1/62)
Kayser Roth Lingerie Co. Athens	Lingerie		
Kayser Roth, Lingerie Co. Cullman	Lingerie	300	ILGWU
Haleyville Textile Mill, Inc. Haleyville	Tricot, lingerie, power net		
Crown Textile Div. Talladega	Yarn for interfacing		
California			
Isle of California Commerce	Swimwear		
Catalina, Inc. Costa Mesa	Knit fabric (Unit A) Dyed & finish (Unit B)	29 27	a/
Catalina, Inc. Fullerton	Swimwear		
Catalina, Inc. Los Angeles	Swimwear, sportswear, sweaters & knitwear		
Catalina, Inc. Montebello	Swimwear		
Catalina, Inc. Whittier	Knitwear, sweaters		

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LOWENSTEIN (M) & SONS, INC.

Company & Location	Product	Emps.	Spinning Spindles	Looms
Aleo Mfg. Co. Rockingham, N.C.	Cot.print cloths	1,000	64,000	1,620
Chiquola Mfg. Co. Honea Path, S.C.	Cot.print cloths, broadcloths	~~800~~ 511	64,000	1,670
Clark-Schwebel Fiber Glass Corp. Anderson, S.C.	Glass fabrics			400
Huntsville Mfg. Co. Huntsville, Ala.	Cot.print doths	1,500	146,000	3,430
Limestone Mfg. Co. (Plants No. 1 & 2) Limestone Plt. Gaffney, S.C. Summit Mfg. Co.	Cot.print cloths, sheetings, Cot.-syn. blends	~~1,200~~ 1350	96,000	2,400
Lyman Printing & Fin. Co. Lyman, S.C.	Bedsheeting	2,800	32,000	710
Orr-Lyons Mills				
Cotton Div. Anderson, S.C.	Combed print cloths	1,250	79,000	1,350
Lyons Div. Anderson, S.C.	Synthetic blends		75,900	1,130
*Pacific Columbia Mills, Inc. Columbia, S.C. (4 plants)	Cotton fabrics	2,000	143,000	3,870
*Rock Hill Print & Fin.Co. Rock Hill, S.C.	Dye, print, fin.	4,000		
~~Spofford Mills, Inc.~~ ~~Wilmington, N.C.~~	~~Cot. broadcloth~~	~~[illegible]~~	~~29,000~~	~~720~~
Town wm election 6/23/60 To close 5/1/67				
Wamsutta Ktg. Mills, Inc. Morganton, N.C.	Knit outerwear cloth; bonded fabric; pile fabrics			
Wamsutta Lyman Mills Lyman, S.C.	Bedsheeting	350	32,000	710

*TWUA Plant

TWUA RESEARCH
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(3042)

Co. & Location	Product	Emp.
North Carolina (cont.)		
Grace Finishing Plant Grace's Station	Dyeing & finishing	1,500
Kershaw Plant Kershaw	Apparel fabrics	200
Lancaster Plant Oxford Unit Lancaster	Apparel fabrics; sheeting " " "	3,800
McColl Plant McColl	Cotton yarns	

TWUA Research
1/31/69

Lowenstein (M.) & Sons, Inc

Location	Product	Emp.
Wamsutta Mills I [a]	Syn. fabrics + blends	750
Wamsutta Mills II	Blended cot.-polyester sheets	400
Anderson, S.C.		
Paint Distributors (Aug 2/67)	Hand screen printing	
New York, N.Y.		

a/ This may also be known as Salem Mfg. Co.

TWUA Research
9/12/67

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T W U A

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Partition #3

Springs Mills, Inc.

Company & Location	Product	Emp.
North Carolina		
Crandall Finishing Plt.	Blanket & bedspread bleach & fin.	
Patricia Plant	Towel fabrics	
Wagram		
Aileen Plant	Blanket & bedspread fabrics	845
Biscoe		
Springfield Plant		
Laurel Hill	Apparel fabric	375
Plant No. 6		
Laurinburg	Cotton towel fabrics	
Monroe (acq. 1/69)	Knitted fabric	320
South Carolina		
Carolina Carpet Mill, Inc.	Tufted carpets	175
York		
Elliott Plant	Blended sheeting	250
Frances Plant	Blended fabrics	250
LeRoy Plant	Apparel fabrics	250
Fort Lawn		
Fort Mill Plant	Sheeting	1,300
White Plant	"	600
Fort Mill		
Gayle Plant	Apparel fabrics; sheeting	700
Springstead Plant	Apparel fabrics	500
Eureka Plant	Apparel fabrics	900
Katherine Plant	Sheeting	475
Chester		

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New York, New York

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Revision # 7

J. P. STEVENS & CO., INC.

Plant & Location	Product	No. Emps.	Date Acquired
I. COTTON DIVISION			
North Carolina			
Greene Plant Snow Hill	Jacquard curtains and drapes	100	11/65
Ragan Plant Gastonia	Cotton yarn	235	10/46
Delta Finishing No. 4 Roanoke Rapids	Dyeing & finishing	(Total	
Patterson Plant Roanoke Rapids	Sheetings, dobby gds.	(of	1/56
Roanoke No. 1 Roanoke Rapids	Denims, flannels	(3051	1/56
Roanoke No. 2 Roanoke Rapids	Upholstery fabrics	(in	1/56
Rosemary Plant Roanoke Rapids	Jacquard fabrics	(these	1/56
Roanoke Fabrication Plant Roanoke Rapids	Terry towels, diapers huck toweling and table damask	(six (plants	1962*
South Carolina			
Abbeville Plant Abbeville	Cotton yarn	150	1966*
Apalache Plant Greer	Fancy cotton dress fabric & shirting	260	
Appleton Plant Anderson	Corduroy, flannel, carded sateen, sheeting	900	12/50
Delta Finishing No. 1 Clemson	Finish cotton goods		
Delta Finishing No. 3 Wallace	Finish cotton and rayon fabrics	300	
Estes Plant Piedmont	"Twist twill" fabric for work and sports clothing; corduroy and poplin	350	1964*
Industrial Cotton Mills Rock Hill	Denims and sheetings	625	11/47
Jonesville Plant Jonesville	Sheetings & flannel	250	
Maples No. 2 Piedmont	Tufted scatter rugs and bath products	300	

Plant & Location	Product	No. Emps.	Date Acquired
South Carolina (Continued)			
Piedmont Plant			
Piedmont	Poplins, twills, corduroy	1000	
Republic No. 1	(Dacron/Orlon/cotton	400	
Republic No. 2	(blends, combed poplins,	400	
Republic No. 3	(sateens, twills, plaids	500	
Great Falls	(corduroy, dress goods.		
Utica-Mohawk Plants	Muslin and percale sheets		
Clemson	and pillowcases. (sew and finish).	600	1/52
Seneca	Fabrics for operations at Clemson plant	650	1/52
White Horse No. 1			
Greenville	Combed lawn fabrics	(	7/63
White Horse No. 2		(600	
Greenville	Polyester and cotton blend fabrics	(	7/63
Whitmire Plant			
Whitmire	Combed shirtings, dress and industrial fabrics	540	
Georgia			
Exposition Plant			
Atlanta	Corduroy, sheetings, sateen and industrial fabrics	1150	1/60
Tennessee			
Borden Mills			
Kingsport	Print cloth	1000	5/59
Alabama			
Maples No. 1			
Scottsboro	Tufted scatter rugs and bath products		4/63
II. WOOLEN & WORSTED DIVISION			
New Hampshire			
Franklin Plant			
Franklin	Finish wool & worsted fabric	255	
Tilton Plant			
Tilton	Woolen coat & suit fabrics	250	8/48
Massachusetts			
Merrimack Plant			
Dracut	Woolen coat and suit fabrics	200	
Osgood Plant			
North Andover	Wool combing	100	
Stevens Plant			
North Andover	Woolen mixtures for suits and coats	400	

Plant & Location	Product	No. Emps.	Date Acquired
North Carolina			
Hannah Pickett Rockingham	Fancy worsted suitings	750	7/47
Martha Baum Rockingham	Fancy worsted suitings	300	1959
South Carolina			
Allendale Plant Allendale	Wool scouring; wool top combing	34	11/66
Georgia			
Dublin Plant Dublin	Piece dye woolen flannels, sport coatings, dress goods, topcoatings	650	1949*
Nathanial Plant Dublin	Woolen coat & suit fabrics	700	6/56*
Louisville Plant Louisville	Finish woolen sports-wear and suit fabrics	150 to start	6/62*
Milledgeville Plant Milledgeville	Woolen and worsted suitings and dress fabrics; Dye & fin.	1,200	1949*
Tifton No. 1	Sportswear and suit fabrics	550	11/61
Tifton No. 2 Tifton	Wool carding & spinning; dye	60	7/62*
III. SYNTHETICS DIVISION			
Virginia			
Angle Plant Rocky Mount	Rayon dress goods and novelties	220 ~~275~~	8/59
Carter Plant South Boston	Synthetic filament blouse, underwear and curtain fabric, tricot warp knit fabric	775 ~~690~~	
Ferrum Plant Ferrum	Synthetic dress and novelty fab.	40	8/59
North Carolina			
Boger City Plant Lincolnton	Synthetic and worsted yarns	750	2/64
Carter Plants Greensboro	Synthetic filament fabrics, fiberglass fabric	450	
Wallace	Synthetic filament blouse and underwear fabric; tricot warp knit fabric	330	1951*
Cleveland Plant Shelby	Filament and solution dyed spun dress, curtain and drapery fabrics	500	

Company & Location	Product	No. Emps.	Date Acquired
North Carolina (Continued)			
Randleman Plant			Leased
Randleman	Spun yarn	250	11/56
Stanley No. 1	(Sales yarn; rayon-		
Stanley No. 2	(worsteds	485	
Stanley			12/47
Turnersburg Plant	Synthetic tufting		
Turnersburg	and knitting yarns		11/64
Tuxedo Plant			
Tuxedo	Cotton and synthetic blend yarns	275	4/59
South Carolina			
Aragon Plant			
Rock Hill	Blended synthetic spun suitings, linens and dress fabrics	400	
Delta Finishing No. 2			
Wallace (Cheraw)	Finish synthetic & wool blended fabrics and auto carpeting		8/60
Dunean Plant			
Greenville	Dress, underwear, suiting and shirting fabrics of filament and spun synthetics; fiber-glass fabrics.	1700	
Greer Plant			
Greer	Blended wool & synthetic suitings, auto upholstery and drapery fabrics	700	
Monaghan Plant			
Greenville	Synthetic spun suitings, linens, dress fabrics, gabardines & tropicals	750	
Pamplico Plant			
Pamplico	Men's synthetic suiting and slacks fabric	400	1967*
Slater Plant			
Slater	Synthetic filament underwear, blouse and dress fabrics; fiberglas fabrics	800	
Victor Plant			
Greer	Synthetic spun wool blend fabrics; auto upholstery fabrics	950	
Walterboro Plant	Glass fiber fabric	475	1967*
Walterboro			
Watts Plant			
Laurens	Cotton-synthetic blends	550	

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Company & Location	Products	No. Emps.	Date Acquired
IV. CARPET AND CARPET YARN PLANTS			
North Carolina			
Aberdeen Plant			
Aberdeen	Tufted, Wilton and velvet carpets	500	2/64
South Carolina			
Parker Plant			
Greenville	Tufted auto carpet	620	
Taylors Plant #1 and #2			
Taylors ~~#1 and #2~~	Tufted indoor-outdoor carpet; dye and finish auto carpet; fabricate sheets and pillowcases	150	1/66
Georgia			
Albany Plant			
Albany	Tufted carpets	130	2/64
Statesboro Plant			
Statesboro	Carpet yarn	400	2/64
V. HOSIERY DIVISION			
North Carolina			
Longview No. 1	Seamless hosiery	800	1966*
Longivew No. 2	Seamless hosiery	200	4/65
Longview (Hickory)			
California- Redlands Plant, Redlands	Finish hosiery	200	4/66
VI. WAREHOUSES			
Black Hawk Corp. (Wholly owned subs.) Greenville, S.C.	Warehouse	49	
Paterson Storage & Warhouse Co. (Wholly-owned subs.) Paterson, N.J.	Warehouse		
VII. NON-WOVEN FABRICS			
Kimberly-Stevens Corp. (Jointly owned by J.P. Stevens and Kimberly-Clark Corp. Formed 1959) New Milford, Conn.	Non-woven fabric for industrial use: garments, quilt lining, smocks, pillowcases		4/61
Goldsboro, N.C. (open 1969)	Hosiery	400-500	

* Date constructed.

~~TWUA RESEARCH~~
~~12/21/67~~

OVER

J. P. Stevens acquired United Elastic Corp in 3/68 with southern plants at the following locations:

Virginia		
Stuart Division Stuart	Woven elastic webbing	720 emp.
Easthampton Rubber Thread Southern Div. Stuart	Rubber thread	
Woolwine Division Woolwine	Knit elastic fabrics	300
Alabama		
West Boylston Div Boylston (Montgomery)	Weaving & knitting yarns	570
North Carolina		
Carolina Div. Westfield	Elastic braid	
Colton Div. Westfield	Wide stretch fabrics	

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West Point Pepperell, Inc.

Co & Location	Product	Emp	Union
Alabama			
Abbeville Mill Abbeville	Sew package cotton sheets & cases	520	
Lanett Plt Fairfax	Non-woven industrial fabrics	175	
West Pt. Utilization Co. Fairfax	Cotton waste	137	
Fairfax Mill Fairfax	"Martex" & "Fairfax" towels	1754	
Carter Mill Huguley	Sheeting	500	
Lanier Mill Huguley	Fine goods		
Lanett Bleaching & Dye Works Lanett	Bleach, dye, print	585	
Lanett Mill Lanett	Cotton fabrics	1668	
Langdale Mill Langdale	Plied yarn flat & chafer duck	1106	
Opelika Mill Opelika	Cotton fabrics	1228	
Opelika Finishing Plt. Opelika	Bleach & dye		
Riverdale Mill River View	Crash toweling	321	

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West Point Pepperell

Co & location		Emp.	
Alabama (Cont)			
Shawmut Mill #1 Shawmut	Filter twills, ~~[illegible]~~ hose, belting ducks, wide ducks	639	
Shawmut Mill #2 Shawmut	Filament and span synthetic fabrics		
Georgia			
Clover Mills Inc Douglasville	Carpet yarns	170	(acq 11/68)
Elm St. Plt. (Velvetone) (Cabin Crafts) Calhoun	Tufted scatter & accent rugs	125	
Wall St. Plt. (Forest) (" ") Calhoun	Tufted carpets	100	
Morris Plant (" ") Dalton	Accent & area rugs, other tufted products	1104	
Springdale Plt. (" ") Dalton	Tufted broadloom carpets		
Thornton (Hamilton) Plt. (" ") Lafayette	Fabricated auto carpeting		
~~Ottaway Plant (" ") Ft. Oglethorpe~~	~~Tufted broadloom carpeting~~		
Columbus Plt Columbus	~~Narrow cotton~~ industrial sheeting, drills, twills, jeans	997	
Dunson Mill La Grange	Drills, duck, twills, osnaburgs	925	
Dixie Mill La Grange	Terry cloth and towels	425	

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West Point Pepperell

Co & Location	Product	Emp	Union
Georgia (Cont.)			
Lindale Mills Lindale	Cotton fabrics, dye & finish	2470	
Newnan Mill Newnan	Carpet yarns ~~fabrics, crafts~~ ~~embroidery~~	278	
Clover Mills (Bright Star Yarn Mills) Douglasville	(acq. 4/68)	171	
Maine			
Biddeford Mill Biddeford	Wide sheeting & blankets	1850	TWUA
Lewiston Plant Lewiston	Bleach & dye; sheet factory	363	TWUA
South Carolina			
Wellington Mill Anderson	Blended fine fabrics	470	
Equinox Mill Anderson	Army duck	366	
Massachusetts			
Adamac Knitting Mills Indian Orchard	Knitted fabric		(acq. 12/68)

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Dan River Mills Interests

Co & Location	Product	Emp	Union
Dan River Mills Inc.			
Danville Division, Danville, Va.	Cotton dress fabrics, sportswear & decorative fabrics, yard goods, sales yarn, sheets & pillow cases	10,100	UTN
Danville, Va.	Finishing plant		
Danville, Va.	Knit rollers fabric	300	
Alabama Mills Div.			
Clanton, Ala.	Col corduroy	180	
Dadeville, Ala	Cotton gabardine & corduroys	350	
Greenville, Ala	Cotton sheeting & jeans	227	
Wetumpka, Ala	Tickings, pinchecks & pinstripes	317	
Montgomery, Ala	Corduroys & terry cloth	216	
Woodside Mills			
Greenville, S.C. (main plt.)	Wide print cloths	860	
Fountain Inn, S.C.			
Furman Plt.	Synthetic fabrics	160	
Fountain Inn Plt.	Wide print cloths	100	
Beattie Plant	Cottons	490	
Simpsonville, S.C.	Synthetic fabrics	600	
Easley, S.C.	Print cloth, pajama checks	400	
Liberty, S.C (2 plts)	Print cloths	875	
Anderson, S.C	Synthetic woven fabrics, tricot fabrics	320	
Catechee, S.C.	Chambrays & broadcloth	320	
Fitzgerald Mills Corp.			
Fitzgerald, Ga	Cotton dyeing & upholstery fabrics	375	TWUA

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Dan River Mills Interests

-2-

Location	Product	Emp.	Union
Clifton Mfg. Co.			
Clifton, S.C.			
Plts. #1, 2, 43	Drills, twills, buffing cloth	975	TWUA
Converse S.C.			
Plts. #4, 5, 6	Drills, twills, buffing cloth		
Division Valley Mills Inc.			
New Braunfels, Tex	Col. ginghams, drapery & dress goods	375	
Dan River Carpets Inc.	Tufted wool & synthetic	166	
White, Ga.	carpets		
Wanda Weve Carpet Co.			
Greenville, S.C.	Tufted wool & syn. carpets	450	
Greenville, S.C.*	Finishing & warehousing	(open 1968)	
Jebco Mills, Inc.	Acetate, nylon & rayon tricot fabrics	200	
Jebco Dyers, Inc.	Dye & finish tricot		
Burlington, N.C.			

* Near Greenville-Spartanburg airport on Hwy. 85

TWUA Research
9/14/67

N.Y. TIMES 2/9/69 x EAM

U.S. Textile Contracts in South Predicted on Rights Guarantees

WASHINGTON, Feb. 7 (AP) —The Defense Department announced Friday that it would award $9.4-million in contracts to three Southern textile companies after receiving assurances that they would move to eliminate discrimination in employment.

The announcements said the decision was to proceed with the awards ::on basis of progresss already made" toward equal employment opportunity and assurances of further action given to Deputy Secretary of Defense David R. Packard by officials of the three companies.

The action affects Dan River Mills, Inc., Danville, Va.; Burlington Industries, Inc., with plants in North Carolina and South Carolina; and J. P. Stevens & Co., Inc., with factories in South Carolina.

The case was regarded as a "watershed action" that might set a precedent for enforcement of laws guaranteeing nondiscrimination against Negro employes by contractors in the textile industry.

Some time ago Senator Strom Thurmond, Republican of South Carolina, asked the Pentagon, through a telegram to President Nixon, to review employment requirements for Dan River. At the time, a source said that the Senator felt those requirements were "arbitrary, capricious and impossible to meet."

The announcement today said that soon after taking office in late January, Mr. Packard discussed with the chief executive officers of the three companies "the need for further affirmative action to assure equal employment opportunities at these plants."

It said that Mr. Packard emphasized that, while progress had been made toward equal employment opportunity goals, "full compliance has not yet been achieved."

"In the discussions with these textile executives," the Pentagon said, "he received assurances of affirmative action."

Periodic progress reports will be required, the Defense Department said, and Mr. Packard "will continue to give personal attention to this matter."

The awards, which are for procurement of 18.7 million yards of field uniform cloth, were based on competitive bids, the announcement said.

Five other textile concerns not named by the Defense Department, were covered in a year-long survey of nondiscrimination compliance in textile industries.

A defense spokesman said these concerns were not involved in the contracts at issue in this case.

WASHINGTON EVENING STAR FEB 9

RECRUITMENT STUDY

Police Tests Assessed

By LYLE DENNISTON
Star Staff Writer

A Negro who does not do as well as a white on tests for police recruits may become just as good a policeman, a private study has found.

The study, by a University of Chicago research team, was released last night by the Justice Department, which put up $39,862 to help pay for the project.

"Chances are," project director Melany E. Baehr said of the report's key finding, "that there is no significant difference in actual performance on the job between white and Negro patrolmen."

But, she added, "a given level of performance can be predicted from a lower test score for a Negro patrolman. It would take a higher score to predict that same level of performance by a white patrolman."

Obscured by Comparison

The final report on the project shows that the qualifications which make a man a good patrolman are found in Negroes and whites alike, and a straight comparison of their scores on tests tends to obscure that.

Police experts here suggested the study could be an answer to police recruiters who insist they want to hire Negro patrolmen, but can't find any who are qualified.

The report supposedly offered statistical proof that reliance on test comparisons may lead police personnel staffs to pass up qualified Negro candidates.

Patrick V. Murphy, director of law enforcement assistance for the Justice Department, praised the study's findings and said they would be valuable to police departments "throughout the country."

Although Murphy said he was not surprised by the findings, he did suggest that some common assumptions about policemen might have to be altered as a result.

'Aggressive' Type Scored

For example, he said "we

Leaders of the study team said, in answer to newsmen's queries, that the types of tests used could be given to policemen accused of excessive roughness at last summer's Democratic National Convention in Chiago, to see if any of them should be assigned to other jobs.

But the Chicago police personnel director, Col. John C. Bucher, told a reporter his department did not plan to administer the tests to any patrolmen already on the force, "because they can be tested by actual performance."

Regulations Cited

He said the test results might not assist some Negroes in getting jobs on the force, because civil service regulations now automatically screen out those who can't meet a minimum IQ level of 100.

The report was based on a battery of ability and psychological tests given to Chicago policemen who volunteered for the project, and measurement of their performance records.

The findings, the study team claimed, showed the tests used "came close to absolute precision in predicting performance."

But the team discovered whites' test results could not be used to predict Negroes' work performance, or Negroes' test scores to predict what whites would do. The researchers made no attempt to find out why whites and Negroes did differently in the tests, with whites generally scoring better.

From the tests, there emerged a list of attributes that the good patrolmen possessed. For comparison, the study team suggested that the same things that would make a good patrolman are about the same things that would make a good, "first line" supervisor in private industry.

THE ATLANTA CONSTITUTION, Friday, February 7, 1969

2,714 Hard Core Jobs Continuing in Atlanta

By ALEX COFFIN

Almost unnoticed, the Atlanta effort of the National Alliance of Businessmen's job program for the hard core unemployed is continuing.

The program, headed nationally by Henry Ford II and Atlanta's Paul Austen, and locally by A. H. (Billy) Sterne, got a lot of publicity last summer for providing jobs for youth and the hard core unemployed. When the heat of the summer vanished, the glare of publicity also vanished.

But Bradley Currey, who has done a lot of the work in metro Atlanta, reported Thursday that 2,714 hard core persons are today at work—against a goal of

mer, but not in terms of placements due to several factors—most notably, the jobs and the jobless just couldn't get together.

Currey believes provision should be made before school ends to set up hiring halls at the schools so the youngsters can be interviewed in their environment. He also suggests the use of city parks as interview locations.

Currey said that Al Bows, who has since taken over for Sterne, will begin looking for new pledges in several weeks.

BALTIMORE SUN
FEB 11

FOOD PRICES SHOWN RISING

To Be 2 To 2.5% Higher In '69, By U.S. Forecast

[Washington Bureau of The Sun]

Washington, Feb. 10—Retail food prices during 1969 are expected to average 2 to 2.5 per cent higher than during 1968, the Agriculture Department said today.

Groceries will average between 1 and 2 per cent over 1968 levels and food in restaurants will be about 5 per cent higher, according to a study made public today.

Retail food prices rose about 4 per cent on the average during the first three quarters of last year and began to slack off during the last quarter—October, November, December. Some of that slackening is expected to show up in the relatively minor price advantages forecast for 1969.

Forecast By Divisions

Compared with last year, the retail price of beef, eggs, dairy products, soft drinks, cocoa products and cereals and bakery goods are expected to rise.

Fats, oils, potatoes, sugar and coffee are expected to remain about the same, while lower prices are forecast for fruits, vegetables, poultry and pork.

Americans on the average last year spent 17.2 per cent of their disposable income of food, or about 3.5 per cent on meals away from home and 13.5 per cent on food consumed at home.

Per capita food consumption was up last year over the previous year, refelcting the greater spending power of the American worker, the study noted.

WASHINGTON POST FEB 11

Follow-Up Study on Riot Report Due

By Jean M. White
Washington Post Staff Writer

A year-after assessment of how the Nation has responded to the Kerner Commission's milestone report on civil disorders will be published next month.

The study, "One Year Later," is the joint effort of the Urban Coalition and Urban America and is independent of the now-defunct Commission.

But serving on the seven-man review board are two members of the original riot Commission—New York Mayor John V. Lindsay and Sen. Fred R. Harris (D-Okla.). They led an "activist" wing within the Commission and pushed unsuccessfully to reconvene it, arguing that without follow-through the report would gather dust on bureaucratic shelves.

One year ago the National Advisory Commission on Civil Disorders warned that America was polarizing into two hostile societies—black and white—and called for massive Government spending and reordering of national priorities to break the pattern.

"One Year Later" will be an assessment of the Nation's response to that warning.

There will be two sections—the first dealing with areas like housing, jobs, and education that offer some measurable statistics. The second part will attempt the more difficult evaluation of changes in attitudes and the racial separation of whites and blacks.

The first drafts of the report were sent out yesterday and over the weekend to the members of the review board for comment.

According to one source who has read the first draft, it records both progress and failures but "can hardly be called encouraging."

For instance, the report is said to find some progress in providing jobs for the hard-core unemployed. But it also finds that the public sector has lagged behind business efforts in the field.

The Kerner Commission called for immediate action to create two million new jobs over three years, half in the public sector and half in the private sector.

The Urban Coalition and Urban America decided on the joint effort after several national groups expressed concern that the riot commission's recommendation would be filed and forgotten.

Among those asking for a follow-up have been the League of Women Voters, the American Jewish Committee, and several Government agencies, including the Justice Department.

The Urban Coalition is headed by John W. Gardner, former Secretary of Health, Education, and Welfare. Urban America is a nonprofit, private enterprise geared to research.

Don Canty, director of Urban America's urban information center, is writing the report. He has headed a seven-man team on the project, started about three months ago.

In addition to Lindsay and Harris, the review board now studying the first draft includes David Ginsburg, the executive director of the Kerner Commission; Jack Conway, former AFL-CIO official now heading the Center for Community Change; Dan Parker, president of Parker Pen Co.; the Rev. Channing E. Phillips, and Tom Wicker, of the New York Times, who wrote the introduction to the paperback edition of the Commission report.

"This is not so much a memorial to the Kerner Commission as an attempt to keep up the momentum to move on urban problems," one staffer explained.

WASHINGTON POST FEB 11

Textile Pact Ignored Equal-Hiring Unit

By William Chapman
Washington Post Staff Writer

The Federal agency charged with overseeing equal-employment policies of Government contractors was never consulted about the settlement of its most critical pending case — the racial hiring policies of the Southern textile industry.

The Office of Federal Contract Compliance (OFCC) was still in the dark yesterday about terms of an agreement reached privately last Friday between Deputy Defense Secretary David S. Packard and three Southern textile mills accused of violating U.S. rules banning job discrimination.

The OFCC, it was learned, is sending a memorandum to Packard asking how the case was disposed of and objecting to being ignored last week before the settlement was reached.

The OFCC also is considering a move to reopen the case with a formal hearing, the first step toward having the textile companies barred from bidding on other Federal contracts.

Considered a landmark in civil rights enforcement, the case involves a Defense contract totalling $15.2 million to several Southern mills. The OFCC and Pentagon civil rights aides found the mills not in compliance with an executive order prohibiting racial discrimination and recommended that they be prevented from getting the contracts.

Last Friday, after meeting with top executives of three of the companies, Packard recommended that $9.4-million worth of the contracts be let. He said the companies promised "affirmative action" to comply with the regulations.

The companies are J. P. Stevens, Dan River Mills, and Burlington Industries. All have plants in South Carolina. Sen. Storm Thurmond (R-S.C.) had wired President Nixon asking for further Defense Department consideration before the contracts were cut off.

The OFCC could not overrule Packard and cancel the contracts. However, it could initiate a hearing on barring the companies from further bidding if it decides the settlement agreed to by Packard does not bring the textile companies into compliance.

DOMESTIC SERVICE	
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DAY LETTER	
NIGHT LETTER	

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WESTERN UNION

W. P. MARSHALL, PRESIDENT

1206 10-51

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LETTER TELEGRAM	
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NO. WDS.-CL. OF SVC.	PD. OR COLL.	CASH NO.	CHARGE TO THE ACCOUNT OF	TIME FILED

Send the following message, subject to the terms on back hereof, which are hereby agreed to

FEBRUARY 12, 1969

THE HON. DAVID S. PACKARD
DEPUTY SECRETARY OF DEFENSE
U. S. DEPARTMENT OF DEFENSE
WASHINGTON, D. C.

WE ARE DEEPLY CONCERNED THAT YOUR ANNOUNCEMENT OF CONTRACTS TO BE LET TO THREE TEXTILE COMPANIES AFTER THEIR BEING FOUND IN SUBSTANTIAL NONCOMPLIANCE WITH EXECUTIVE ORDER #11246 THREATENS THE EFFECTIVENESS OF GOVERNMENT CONTRACT COMPLIANCE WORK. THIS ISSUE HAS BEEN MADE SO PUBLIC BY SENATOR THURMOND'S INTERVENTION, PRESS COVERAGE, AND YOUR ACTIONS, THAT IT IS INCUMBENT UPON YOU TO REVEAL THE SPECIFICS OF YOUR AGREEMENT WITH THE COMPANIES AND GIVE PUBLIC ASSURANCES THAT THE ACCEPTED STANDARDS OF CONTRACT COMPLIANCE WILL BE ADHERED TO BY THE DEPARTMENT OF DEFENSE AND APPLIED TO THOSE COMPANIES HOLDING DEFENSE CONTRACTS. LETTER FOLLOWS.

PAUL ANTHONY, EXECUTIVE DIRECTOR
SOUTHERN REGIONAL COUNCIL

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1. The Telegraph Company shall not be liable for mistakes or delays in the transmission or delivery, or for non-delivery, of any message received for transmission at the unrepeated-message rate beyond the sum of five hundred dollars; nor for mistakes or delays in the transmission or delivery, or for non-delivery, of any message received for transmission at the repeated-message rate beyond the sum of five thousand dollars, unless specially valued; nor in any case for delays arising from unavoidable interruption in the working of its lines.

2. In any event the Telegraph Company shall not be liable for damages for mistakes or delays in the transmission or delivery, or for the non-delivery, of any message, whether caused by the negligence of its servants or otherwise, beyond the actual loss, not exceeding in any event the sum of five thousand dollars, at which amount the sender of each message represents that the message is valued, unless a greater value is stated in writing by the sender thereof at the time the message is tendered for transmission, and unless the repeated-message rate is paid or agreed to be paid and an additional charge equal to one-tenth of one per cent of the amount by which such valuation shall exceed five thousand dollars.

3. The Telegraph Company is hereby made the agent of the sender, without liability, to forward this message over the lines of any other company when necessary to reach its destination.

4. The applicable tariff charges on a message destined to any point in the continental United States listed in the Telegraph Company's Directory of Stations cover its delivery within the established city or community limits of the destination point. Beyond such limits and to points not listed in the Telegraph Company's Directory of Stations, the Telegraph Company does not undertake to make delivery but will endeavor to arrange for delivery by any available means as the agent of the sender, with the understanding that the sender authorizes the collection of any additional charge from the addressee and agrees to pay such additional charge if it is not collected from the addressee.

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7. It is agreed that in any action by the Telegraph Company to recover the tolls for any message or messages the prompt and correct transmission and delivery thereof shall be presumed, subject to rebuttal by competent evidence.

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9. No employee of the Telegraph Company is authorized to vary the foregoing.

4-54

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TEAM

Antibias Job Agency Ignored in Dixie Case

By WILLIAM CHAPMAN
Washington Post News Service

WASHINGTON—The federal agency charged with overseeing equal-employment policies of government contractors was never consulted about a settlement of its most critical pending case—the racial hiring policies of the Southern textile industry.

The Office of Federal Contract Compliance (OFCC) is still in the dark about terms of an agreement reached privately last Friday between Deputy Defense Secretary David S. Packard and three southern textile mills accused of violating U.S. rules governing job discrimination.

THE OFCC, it was learned, is sending a memorandum to Packard asking how the case was disposed of and objecting to being ignored last week before the settlement was reached.

The OFCC also is considering a formal hearing, the first step toward having the textile companies barred from bidding on other federal contracts.

Considered a landmark in civil rights enforcement, the case involves a defense contract totalling $15.2 million to several southern mills. The OFCC and Pentagon's civil rights aides found the mills not in compliance with an executive order prohibiting racial discrimination and recommended that they be prevented from getting the contracts.

LAST FRIDAY, after meeting with chief executives of three of the companies, Packard recommended that $9.4 million worth of contracts be let. He said the companies promised "affirmative action" to comply with the regulations.

The companies are J. P. Stevens, Dan River Mills, and Burlington Industries. All have plants in South Carolina. Sen. Strom Thurmond, R-S.C., had wired President Nixon asking for further Defense Department consideration before the contracts were cut off.

The OFCC could not overrule Packard and cancel the contracts. However, it could initiate a hearing on barring the companies from further bidding if it decides the settlement agreed to by Packard does not bring the textile companies into compliance.

Holding Firm Registration Faces Fight

WASHINGTON (UPI) — A Nixon administration plan to regulate banks, their mergers and outside business activities appeared headed today for stiff opposition from congressmen who are more concerned about the holding companies which increasingly control banks.

Treasury Department officials said Monday the administration would send Congress a bill Feb. 20 requiring "one-bank holding companies" — firms holding stock in only one bank—to register with the government.

Regulation responsibilities, said the officials, would be split among three federal agencies—the Federal Reserve Board, the comptroller of the Currency and the Federal Deposit Insurance Corporation. Each would be charged with drawing up guidelines on bank-related activities which a holding company

JOHN H. WHEELER, PRESIDENT
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LUCIUS H. PITTS, VICE-PRESIDENT
RAYMOND M. WHEELER, CHAIRMAN, EXECUTIVE COMMITTEE
JOSEPH HAAS, COUNSEL
PAUL ANTHONY, EXECUTIVE DIRECTOR

Southern Regional Council, Inc.
5 FORSYTH STREET, N. W. ATLANTA, GEORGIA 30303
522-8764

A Council to attain the ideals and practices of equal opportunity for all peoples in the South

February 12, 1969

The Honorable David S. Packard
Deputy Secretary of Defense
United States Department of Defense
Washington, D. C.

Dear Mr. Packard:

Our organization has had a special interest in the employment practices of the textile industry in the South for more than two years. During this time we have attempted to keep abreast of governmental agency actions toward the end of implementing either the Civil Rights Act of 1964 or Executive Order #11246.

Our awareness of discriminatory patterns in this important southern industry was given factual shoring by the statistical data compiled from EEO-1 reports by the EEOC. These data have been available to OFCC and the Department of Defense. Further, as you know, extensive investigations have been made by OFCC and the Department of Defense. These investigations have resulted in a finding of substantial noncompliance with the Executive Order. This finding put pending contracts in jeopardy until firm written agreements were received from the offending companies insuring that they would take actions consistent with standards established by OFCC. Current news reports

indicate that the Department of Defense through your direct personal participation has now made an arrangement with three companies to grant them government contracts on their assurance that they will engage in some form of affirmative action. The news reports indicate that the public cannot be made aware of the precise nature of the settlement made with you.

It is true that these matters are normally settled quietly unless for mutually agreeable reasons all parties consent to publicity. But this is primarily a matter of practice. In this current case there is a very special public interest. It is a major case which has taken over a year to resolve. And it is a case in which a United States Senator intervened on behalf of the companies. Mr. Thurmond has been characterized by an unidentified "source" in an Associated Press report as viewing the requirements originally proposed by the Department of Defense and OFCC as "arbitrary, capricious, and impossible to meet." The quote has had wide circulation and re-circulation as stories of your own actions appeared. To the best of our knowledge it has not been denied.

The Senator, of course, has a right to his views and a right to use his influence in the interest of fairness in the application of Executive rules. But he has made this matter a serious public issue. His characterization of the standards for compliance and your quick resolution of remaining issues with the companies has now raised troublesome issues for the press, the reading public, for minority group members, and for agencies like our own which seek to make democracy an increasing reality in our country.

We feel that it is absolutely incumbent upon you to make a clear public statement as to the nature of the agreement between you and Dan River

Mills, J. P. Stevens, and Burlington Industries. The public needs the assurance as to what the government's actual policy is regarding these particular companies and their securing of federal contracts. Further, we now, because of these recent events, need a measure of reassurance regarding the Defense Department's posture in general regarding contract compliance. And, although my next observation goes beyond your immediate responsibilities, I feel that most agencies concerned with the attainment of equality of opportunity are now seriously concerned about the government's posture towards contract compliance in general.

I am enclosing a letter sent to Secretaries Clifford and Wirtz in late December detailing our interest in these matters and expressing our interest in an appropriate resolution of them.

Sincerely,

Paul Anthony
Executive Director

PA/mmj
Enclosures - 2.

ATLANTA JOURNAL - CONSTITUTION
SUNDAY, FEBRUARY 16, 1969

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...mean.

2-16-69
Journ-Const 5 copies

Packard's 'Assurances'

DAVID PACKARD, the deputy secretary of defense, had a phenomenally successful business career before accepting his federal appointment. We would bet that he did not do it with the kind of judgment he has just applied in the case of three big textile contracts.

Mr. Packard approved federal contracts totaling $94 million for J. P. Stevens and Co., Burlington Industries and Dan River Mills, which federal officials earlier had found to be guilty of racial discrimination in their mills. Mr. Packard said he was going ahead with the contracts because of "assurances" from these mills.

* * *

THESE THREE firms are among eight big Southern textile firms whose employment practices have been under review. What will be done in the case of the others remains to be seen.

But Mr. Packard's hasty action is likely to undercut a good bit of groundwork that had been done to assure employment opportunity in an industry that often has been notable for lack of social responsibility and discrimination. What the "assurances" were is not clear. But the Department of Labor's office of federal contract compliance obviously is not convinced. It questioned award of the contracts.

* * *

IF THIS is the way the Defense Department now will handle these matters, we are leaping backward to an earlier period when the government relied upon unofficial, voluntary industry efforts to bring an end to employment discrimination. It simply did not work; or, rather, it worked only with industries which were especially cooperative.

The expenditure of federal money in plants that discriminate racially is a violation of the law. So far, it has not been accepted practice to ignore violations if there are "assurances" they will not continue. If this is to be the Defense Department's practice, we wonder whether it also will be the Justice Department's. Has anyone sought "assurances" from, for example, the Mafia or known labor racketeers? We could save a lot of money on law enforcement if so.

Legal Defense Fund

NAACP LEGAL DEFENSE AND EDUCATIONAL FUND, INC.
10 Columbus Circle, New York, N.Y. 10019 • JUdson 6-8397

MEMORANDUM

February 24, 1969

EAL — #560
7:20 L 8:11
#734
7:51 L 9:11

Invited
7:00 AM - 7:49
#584

TO: Al Kehrer
Courtney Siceloff
✓Emory Via
Richard Lyles
Randolph Blackwell
James Wood
Mordecai Johnson
Allen Black
Robert Valder

FROM: Jean Fairfax

RE: T E A M
Board Meeting
Sunday, March 9, 1969 - 10:00 a.m. - 5:00 p.m.
Legal Defense Fund Headquarters
216 West 10th Street
Charlotte, North Carolina 28202
Phone: 704-333-3047

Return #375 → 7:27
EAL 6:30 9:45 10:15
~~8:46~~ invited

At our meeting in Atlanta recently, we agreed to schedule our next meeting in Charlotte on Sunday, March 9. Bob Valder has invited us to meet in his office. We would like to meet in the morning as a board and then invite some of the new community aides to join us in the afternoon. One of the main items on our agenda will be a discussion of our strategy in view of the Defense Department's award of contracts to textile firms without requiring written affirmative action programs.

Please let Bob Valder know whether we can expect you. Also, let him know whether to reserve a room for you Saturday or Sunday night. He has tentatively reserved rooms at the Airport Motel in Charlotte for all of us.

JF/11

Contributions are deductible for U. S. income tax purposes

EV

ASSISTANT SECRETARY OF DEFENSE
WASHINGTON, D. C. 20301

26 FEB 1969

MANPOWER AND
RESERVE AFFAIRS

Mr. Paul Anthony
Executive Director
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Mr. Anthony:

The Deputy Secretary of Defense has asked that I respond to your telegram to him of February 13, 1969 regarding our contract compliance program in the textile industry.

The Deputy Secretary of Defense has reported on the recent awards to Dan River Mills, Burlington Industries and J. P. Stevens Company to the Secretary of Labor.

For your information, I am enclosing a copy of that report.

Thank you for your interest.

Sincerely,

Jack Moskowitz
Deputy Assistant Secretary
(Civil Rights and Industrial Relations)

Enclosure

MTKH
CPR

THE DEPUTY SECRETARY OF DEFENSE
WASHINGTON, D. C. 20301

13 February 1969

Honorable George P. Shultz
Secretary of Labor
Washington, D. C.

Dear Mr. Shultz:

This is in response to your 12 February 1969 request for a report on the Department of Defense EEO compliance efforts with Dan River Mills, Incorporated, Burlington Industries, Incorporated, and J. P. Stevens and Company, Incorporated.

The Director, Defense Supply Agency is the Deputy Contract Compliance Officer for the Department of Defense and is responsible for contract compliance operations. DSA completed compliance reviews of Dan River Mills facilities on 26 January 1968. J. P. Stevens reviews were completed in August 1968, and Burlington Industries on 23 September 1968. Negotiations between DSA and these companies have been continuous since the time of their reviews. The Office of Federal Contract Compliance has been kept fully informed of these negotiations.

During the negotiations DSA received guidance on the implementation of the 28 May 1968 Rules and Regulations, OFCC policy memoranda, and recent court decisions.

DSA's final position with these companies was discussed at conferences at DSA headquarters level in late January 1969.

The concept of affirmative action is an evolving one. Successful practices, court decisions, and experience define its meaning more clearly. Much knowledge has been gained in the past year. This has resulted in new policy guidance and the need to give contractors an opportunity to react with plans to these changing concepts. This occurred during the textile negotiations and understandably resulted in lengthy negotiations and some misunderstanding between the companies and government officials. These misunderstandings are now dispelled.

Actual results in terms of employment of minority applicants and treatment of employees without regard to race, creed, color or national origin determine whether a contractor is in compliance with the Executive Order. The contractor is in the unique position to decide which is the best method for his organization to achieve these required results.

In my discussions with the chief executives of Dan River Mills, Burlington Industries and J. P. Stevens, the deficiencies found by DSA were discussed. They were in the following areas:

1. The companies do not provide in detail "specific goals and time tables for the prompt achievement of full and equal employment opportunity" as required in Section 60-1.40 of the OFCC Rules and Regulations.

2. OFCC policy and recent court decisions require that contractors remedy the present effects of past discrimination. Acceptable contractor programs to meet this requirement have yet to be formulated.

3. The companies have not provided a meaningful plan to assure fairness and nondiscrimination in recruiting, selection, placement, promotion, and upgrading.

4. There still remains some company housing that is occupied on a segregated basis. A plan for prompt desegregation is needed.

The chief executives have assured me that their companies will implement affirmative action plans to achieve the results contemplated under the Executive Order. I intend to personally monitor this program and have asked for quarterly reports. The first report will cover 1 February 1969 through 30 April 1969. The Department of Defense compliance staff has been asked to keep the Office of Federal Contract Compliance fully informed and to seek the assistance offered in their letter of 6 February 1969.

I plan to keep you fully advised and will consult with you on any further actions.

Sincerely,

Clark Clifford

To Dr. Via

Cancelling Of Defense Pacts To S.C. Textile Mills Urged

By LEE BANDY
Washington Bureau

WASHINGTON — Sen. Walter F. Mondale, D-Minn., urged Labor Secretary George Shultz Wednesday to cancel all defense contracts with Carolina textile mills which he called "the worst discriminating firms in the country."

In a wire to the cabinet official, he specifically singled out J. P. Stevens, Burlington Industries and Dan River Mills which were recently given awards based on assurances they would take "affirmative" action to provide Negroes more and better job opportunities.

Mondale, however, bitterly assailed Deputy Defense Secretary David Packard for "selling out" to segregationist and proceeding with the contracts.

The senator called this a campaign pay-off to southern "white racists" who, he said, were promised an easier desegregation policy undrer the Nixon Administration.

The Pentagon, Equal Employment Opportunity Commission and the Labor Department's Office of Federal Contract Compliance completed a year's review last month of racial hiring practices of eight major textile chains.

More than 65 mills in North and South Carolina were studied.

While the survey found progress had been made, federal officials ruled the companies were not in compliance with an executive order and faced loss of all government business unless drastic changes were made.

Negroes, the officials charged, were being discriminated against in regard to promotions, job training and housing. There were specific charges that Dan River Mills was placing white workers in cottages and Negroes in "shacks."

After an emergency meeting with textile executive, Packard acknowledged deficiences existed in specific areas and that the firms were not in compliance, but he said he was proceeding with the contracts based on assurances the firms would take corrective steps.

Mondale charged Packard with violating the law because the commitment was neither in writing nor did it include any precise action to be taken. And furthermore, he noted, there was no mention of any dates of completion for the programs.

He termed the Packard policy "intolerable" and said it "cannot be continued." He warned the decision is "so disastrous" it could abolish all the tools we have for carrying out the civil rights compliance program."

The Minnesotan said the defense secretary knowligly ignored the OFCC and an executive order on compliance, and he served notice more Congressional pressures would be forthcoming if the Pentagon policy isn't changed soon.

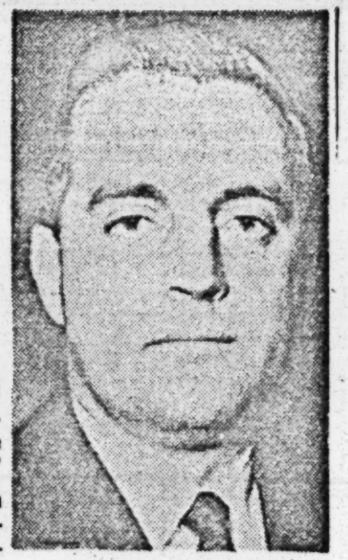
Mondale termed it "outrageous" to send Negroes to die in Vietnam, while "subsidizing" segregated institutions in the South that discriminate against blacks.

"This must be stopped," he declared.

Mondale's proposals not only calls for contract cancellation but recommends the firms be denied future awards until a satisfactory hiring program is submitted in writing.

Promises, the senator said, are not sufficient under the executive order which he called "a vital step in a long and continuing struggle to eliminate discrimination in this country."

He said the Pentagon's action last month "may be an ominous sign that the new administration is not committed to ending government subsidized discrimination."



WALTER MONDALE
D-Minnesota

The News and Courier
STATE NEWS
Charleston, S. C., Saturday, March 8, 1969 1-B

Thurmond Assails Critics Of Southern Textile Mills

Senator Defends Hiring Practices

By BILLY E. BOWLES
Washington Bureau

WASHINGTON — Sen. Strom Thurmond Thursday defended the hiring practices of Southern textile firms accused of racial discrimination and said he would "welcome an investigation."

"I am confident that such an examination will reveal that fairness and good will prevail," Thurmond said in a Senate speech.

The South Carolina senator's remarks were prompted by recent criticisms in the Senate of the award of government contracts to three Southern textile companies accused of racial discrimination. Sens. Walter Mondale of Minnesota and Harrison A. Williams Jr. of New Jersey have led the attacks on Deputy Defense Secretary David Packard, who approved the awards.

The companies involved are J. P. Stevens Co., Burlington Industries and Dan River Mills, which have shared in $18 million worth of government business since early February. Much of the work will be done at the three plants' South Carolina mills.

Denying the discrimination charges, Thurmond told the Senate, "nothing could be further from the truth."

The senator said that about 20 per cent of the work force in the South Carolina textile industry comes from minority groups. Six-thousand Negro women work in these mills, Thurmond said.

"The fact of the matter is that denial of the contracts would punish the industrious minority textile workers who are employed by the firms under fire," Thurmond said. "The American Textile Institute reports there were 94,000 Negroes, 8.7 per cent of the work force, employed in the textile manufacturing industry in 1968. They also report that minority groups are being employed at a faster pace in textiles than in any other industry."

'MEN OF WISDOM'

Thurmond said he is "grateful that we have in government men of wisdom and judgment who do not bow to pressure based on ill-founded and ill-stated reports."

The textile case has been widely regarded as a test of Thurmond's influence on President Nixon, with whom he interceded to have the contracts awarded. Thurmond arranged a meeting between Defense Department and Dan River Mills attorneys prior to Packard's decision to award the first of the contracts.

Packard admitted that the three companies, giants of the textile industry, have practiced discrimination in the past and have not corrected all of the problems but said he awarded the contracts on the basis of improvements made and pledges of others forthcoming.

INVESTIGATIONS

"I am certain that the confidence our government has placed in the textile industry will be substantiated," Thurmond said. "I am confident the investigations presently under way will substantiate my statements on this subject. The facts will speak for themselves."

The senator said that many textile jobs are going unclaimed "because of a lack of manpower."

BEST COPY AVAILABLE

March 5, 1969

Mordecai C. Johnson
Attorney at Law
P. O. Box 743
Florence, South Carolina

Dr. Emory Via
Director of Labor Education Program
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia

Dear Emory:

In checking our files quickly the other day I could not locate the place of employment of Lucion Waller (our former Abbeville County Aide). I found it later. It's (or was when he was our aide):

The Monsanto Company
(sometimes known as Chemstrand)
Greenwood, South Carolina

As you know, Greenwood is physically close to Abbeville (about 15 miles).

Because it appears that TEAM will not be operating in the Abbeville area, I am sending you our folder on Mr. Waller and on Abbeville County as well as our files on Greenwood County for such use as they might be to your staff which I understand is interested in that area.

Sincerely yours,

Mordecai

Mordecai C. Johnson
Attorney at Law

MCJ/gg

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PAUL ANTHONY, DLY .75
SOUTHERN REGIONAL COUNCIL 5 FORSYTHE ST NW ATLA
COPY THIS MESSAGE SENT TO GEORGE SCHULTZ AND WALTER MONDALE
WASHINGTON DC. THE SOUTH CAROLINA COUNSEL ON HUMAN RELATIONS,
AND INTER RACIAL NON PROFIT AND NON GOVERNMENTAL AGENCY WITH
OVER 1500 MEMBERS ACROSS THE STATE, STRONGLY URGES YOU TO HOLD
OPEN HEARINGS ON THE RECENT AWARDING OF DEFENSE DEPARTMENT
CONTRACTS TO THREE LARGE SOUTHERN TEXTILE MILLS, CHARGED WITH
DISCRIMINATION IN THEIR EMPLOYMENT PRACTICES. THE AMERICAN
PEOPLE HAVE A RIGHT TO KNOW SPECIFICALLY WHAT IS INVOLVED IN
THE NOW NEVULOUS PROMISES THAT THESE FIRMS PALN TO TAKE " AFFIRMATIVE
ACTION" TO END DISCRIMINATION. TO ALLOW SUCH DEFENSE DEPARTMENT
PRACTICES TO GO UNINVESTIGATED IS TO MOCK THE ROLE OF THE
OFFICE OF FEDERAL CONTRACT CLIENTS, AS WELL AS TO INVITE A

SF1201(R2-65)

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A CMA432/2

REACTION OF CYNICAL DEPSAIR ON THE PART OF CONCERNED WHITES
AND NEGROES THROUGHOUT THIS NATION
REV MATTHEWS D MCCOLLOM CHAIRMAN OF THE EXECUTIVE COMMITTEE
SC COUNSEL ON HUMAN RELATIONS 1420 LADY ST COLUMBIA SC

TEAM — 3/9/69 —

Community Aids — invited — for 2:00 PM
Julius Adams —
Louis Brandon —
Ruth Wicher — S.C.
Eva Clayton

Review national development

Community priorities

Mondell —
Bi-partisan hearing on complaints —
Have relate to proposed legislation

Possible litigation vs. Admin agencies —

St. Regis — Jacksonville
DOD, Atlanta enforcing
halfway, no clearance with
black local union

Cowley } Nigra, 1st names
Jim Hanves } for blacks —

Send BLS Textile
Monograph

National

Stitt to DOD-OFCC

Check EEOC for Tech Asst.

Leadership Conference

EEOC - new plants
HEW - Rilley, Ruby Martin

Womens organizations

Justice -
Carrying on of earlier cases
Can new case be created

New Complaints -
EEOC - re-call the
EEOC &/or OFCC Update of data for complaints & in agreements

SRC - (?)
Background piece
re Textiles -
Problems, forces, laws
Agencies -
Industry's figures -

RC or EFV -

Darlington –
Julius Adams
Contact

Hartsville – (Rounter Rapids)

Greensboro –
Lewis Brandon
Cohn
?
Cannon Mills
Kannapolis
Edward
Sandy
Company housing –
look at power structure
people scared & may
have trouble getting changing party

Marion

Anderson –
Mrs. Wicker – aide
30 yrs old, 4 children,
divorced
has worked every factory

Greenville –
Talked with middle
class leadership
got several names –
no follow up
one said she would
(has done Voter registration)

Spartanburg –
Possible Louden who will be
leaving CAP in Anderson –
college grad;

Ask questions about
going for him in mept.

Allan Black —

(1) Chattahoochee Valley

(2) LaGrange — Manchester

Unable to get community interest

Will have Valley-Wide meeting on Sunday 3/14/69

Co-op in LaGrange has been helpful & E. Ala Headstart

Urban League

Spring program in S.C. re training & "skilled" openings —

Pull together industry, training agencies, Negro contacts —

Sandy Parks
Ruth Wicker
Julius Adams

Adams

Danville –
NAACP
SCLC local affiliate

Goodyear 2.60/hr start –
Gypsum
Corning

No recent hearing (?)

Law Student Rep
Incorporation
Property ownership
Voting, etc

Miss Parks

Cannon Mills

Check Justice All white & all black depts –

Company housing
Kannapolis – B & W
Concord – all white
difference in quality –

Mr. Charles Cannon after 70's Mr Charlie"

Churches on company land

Cannon owns Kannapolis,
Concord, part of Salisbury –
(also strong KKK)

Company & W.C. case
3T for death
Crushed toe; no hospital

Banks, Schools, Hospitals

There is a B/W all [along Road] 250–300

Livingstone College
Salisbury — Bob Clayton
Dir Student Activities
Knows A. Black

Barber
~~Boon~~ Scotia
L Concord

Combine

Ruth Wicker
Anderson, S.C.

J. P. Steves —
his family all employed
Rev. Reid NAACP Chm
"main Uncle Tom"
Also members of Hum Rels Council

2 Negro families well off
Funeral — Taxi —
dependent upon whites

6-8 Negroes willing to stand up
due to Human Rels Council members being off last month — some independent funerals
e.g. not in white owned house —
Discharged from Grants after 3 days
machine #12, plastic base for sewing machine —

All real tapes & a 3-1
Willie Jones

J. P. Stevens

Joe Witcher —
Brother is one of main Union Reps
carries tape recorder in pocket &
uses to spot Union talk —

Low black mat, veterans
want take training
Rev. Reich actually discourages

VEP (?)

Rev Wms, Black,
Vater Reyes —
Whites got in and turned
money back —

North Side Community Club

. . . .

What expect from Community Proj

1) Complaints

2) Comm org.

3) Mgt. response

4) Determine Entry response

5) Locate in-plant blacks
up-grade —
out plant esp. competents —

6) Records

I Focus: Employment in Textiles

A. Entry Level

B. Better: Semi skilled, skilled, W.C

1. Upgrading

2. Better qualified new hires

II Community Organizing

A. Broad based, to establish interest, get entry recruits

B. those in the plant for upgrading & Specially Competent

III Management

A. General attitude, willingness to accept help.

B. Attitude & practice re entry jobs

IV Complaints

care, facts, back it up

Contract Compl., ~~Court~~, Justice

EEOC – Court, NLRB

V Records

PENN COMMUNITY SERVICES, INCORPORATED

BOX A

FROGMORE, SOUTH CAROLINA

COURTNEY SICELOFF
DIRECTOR

ADMINISTRATION: (803) 524-4337
COMMUNITY DEVELOPMENT: (803) 524-6555

March 12, 1969

Dear Friends:

This is to confirm conversations which I have had with Dr. Palmer and Mr. Joe Brown concerning a meeting around the issue of employment of black people in the textile industry in the Clemson area.

Both Dr. Palmer and Mr. Brown were familiar with TEAM (Textile: Employment and Advancement for Minorities), through a visit to the Council of Human Relations by Mr. Flack of Anderson. The organization of TEAM grew out of a forum on textiles conducted by the Equal Employment Opportunity Commission in Charlotte about two years ago. The purpose was to have someone go into areas where textile industries were concentrated to organize members of the black community to take advantage of job opportunities which previously had employed only relatively few members of the black community. Although the textile industry was one of the lower paying industries, yet it represented over fifty percent of the industrial jobs in South Carolina. The record of textile industry employment of black people, particularly women, had been extremely poor. TEAM is composed by representatives of Southern Regional Council, Southern Rural Action Project, Southeastern Regional Office of the National Urban League, Southern Office of Civil Rights Division of AFL-CIO, NAACP Legal Defense Fund, Inc., and Penn Community Services, Inc.; I have been on the Board as a representative of Penn.

TEAM was funded for one year, and Mr. Mordecai Johnson served as director, using several community aides on a part-time basis in various communities. It was thought necessary to re-fund TEAM for several more months, since the Office of Federal Contract Compliance appeared to be on the verge of obtaining an agreement with the largest corporations in the textile industry for hiring of black people. The project expanded into other states in several communities through the use of aides, whereas in South Carolina the operation had to be cut back through the use of only part-time services of Mr. Johnson and one or two aides. Most of the effort of TEAM has functioned primarily in the area of the entry jobs which are the lowest paying.

At a meeting of the TEAM Board last Sunday in Charlotte, plans were worked out for expediting this program. It was noted that with an increase of employment of black people in the textile industry over the past year, there are still few black people in clerical, technical and executive positions in the industry.

At the TEAM meeting, I agreed to go into a community to present our concern that black people be referred to the textile industry in white collar and

March 12, 1969

executive positions, and to see if there were interested persons in the community who would care to take on such a project.

It seemed to us, as members of TEAM, that the Clemson area would provide a good setting for the project, provided the residents,would be interested in the program. The immediate area has college courses in textiles, there is a technical center providing training for clerical and presumably some textile positions, and there are several textile manufacturing plants. Most of all we heard that there was an active group of the Council on Human Relations. In talking with Paul Matthias, he indicated that there was an addition to the Clemson Council, one that had been formed in Pendleton, and a student group in an organization called The Student League For Black Identity.

With Mrs. Wright being out of town, I talked with Dr. Palmer and Mr. Brown of Pendleton, as to whether members of the respective groups might be invited to the meeting to discuss this project with no prior commitment on the part of any individuals that such a project would be undertaken. Both seemed open to the suggestion. Since Clemson is having its Spring Break next week, it was agreed that we would call the meeting at 7:30 on Wednesday, March 26; the meeting place is indicated at the end of the letter.

I would appreciate your calling members of your group and others who might be interested to meet on Wednesday. At that time, those present could decide whether this project is one in which they would be interested in becoming involved, and the form in which it would take - whether forming a separate committee to work on this or incorporate it into the organization of the Councils.

I will probably arrive in Clemson around noon on Wednesday, March 26, and I will try to be in touch with each of you prior to the meeting. Likewise, I would have the time on Thursday should there be a need for follow-up, such as visiting one or more plants in the area with some members of the community. However, such a plant visitation might be better if done only by residents of the Clemson area.

I look forward to seeing you in about two weeks.

With best regards,

Courtney Siceloff
CS/fm

PS Hope session in DC was productive

P. S. Tri-County Tec has been designated as the place for the meeting. The Center is located on Highway 76, 4 miles South of Clemson.

Mr. Joe Brown
Tri-County Technical Center
Pendleton, S. C.

Mr. Charles A. Williams
Post Office Box 2066
Clemson, South Carolina

Mrs. Carlelite Wright
120 Gantt Street
Clemson, South Carolina

bcc: Paul Matthias
Robert Valder
Emory Via
Miss Jean Fairfax

cc: Dr. Merrell Palmer
Clemson, S. C.

PENN COMMUNITY SERVICES, INCORPORATED

BOX A

FROGMORE, SOUTH CAROLINA

COURTNEY SICELOFF
DIRECTOR

ADMINISTRATION: (803) 524-4337
COMMUNITY DEVELOPMENT: (803) 524-6555

March 12, 1969

Mr. Robert Valder
216 W. 10th Street
Charlotte, North Carolina

Dear Bob:

It occurs to me that in meeting with the group at Clemson, if they undertake the project we might need some form for them to record what the committee is doing. I understand that you and Allen have worked out such a form, and if this would be appropriate for use by the Clemson group, I would appreciate your forwarding me several forms that I can take with me, and perhaps some envelopes addressed to your office so that they can be sent directly to you. Likewise, I would appreciate any other materials that would be appropriate to give to that committee, such as the EEOC complaint forms, any statements of the responsibilities of the EEOC, OFEC, etc.

I will let you know how the meeting comes out. Obviously, if the project does get underway, it would appear to me that when you are in Greenville, you might stop by on occasion to talk with individuals on the project or with the group.

With best regards,

Courtney

Courtney Siceloff
CS/fm
cc: Miss Jean Fairfax
Emory Via

The Washington Post

AN INDEPENDENT NEWSPAPER · THURSDAY, MARCH 13, 1969 PAGE A24

The Pentagon Dispenses Southern Comfort

One of the more mystifying episodes of the past several weeks has concerned a verbal agreement reached between the Deputy Secretary of Defense, David Packard, and the representatives of three Southern textile firms—J. P. Stevens, Burlington Mills and Dan River Mills. The employment policies of all three firms had been under investigation and review by the Pentagon and the Office of Federal Contract Compliance for over a year owing to well substantiated charges that they were racially discriminatory; and all three firms had been so unyielding to Government efforts to bring them anywhere near compliance with the guidelines for Federal contractors that neither the Pentagon's own investigators nor the OFCC would recommend that contracts with them be approved.

Early in February, however, Mr. Packard awarded the three offending firms $9.4 million in Federal contracts, asserting that he had received assurances that they would put "affirmative action plans" into practice. Ordinarily, and by provision of an Executive Order, such assurances would have been put in writing. However, no one but Mr. Packard and the textile firms' representatives seems to know of what these assurances or "plans" consist. They were not committed to paper or shared with officials at the OFCC or elsewhere in the Department of Labor who were involved in the cases and who have a clear responsibility for their outcome. Indeed, more than a month after the contracts have been awarded and despite the OFCC's effort to find out more about them, the most that could be learned was that the firms had assured Mr. Packard that they would try to meet the Government's standards.

There are a couple of things that ought to be said by way of providing some background and perspective on all this. One is that Mr. Packard's own reputation in this field appears to be good, as is that of the firms for which he was responsible in private life. The other is that contract cut-off or denial has been anything but standard operating procedure in these tangled matters—the custom has been to threaten it or to delay the award until the Government's racial requirements were met. But when you have said this, you have pretty well exhausted what assurance or extenuation is to be found in Mr. Packard's odd act.

The dangers inherent in what he has done are more readily apparent. The Southern textile cases had been building for a long time. They were ripening for a big decision and had acquired the status of test cases, being widely watched in the South and elsewhere for evidence of Washington's seriousness on the question of contract compliance. Now whatever meaning they had in that regard has been spent. Moreover, weak as the Government apparatus for assuring compliance had been, there is little question that it has been drastically further weakened by the exclusion of the OFCC—presumably the maker and judge of compliance policy—from the deliberations between Mr. Packard and the spokesmen for the mills.

Finally, there is the matter of example and direction. In the South, and especially in the areas of greatest recalcitrance, Federal guidelines and official statements about them are read with excruciating, comma-picking care, there is a kind of stock market effect at work, whereby the most minute evidence of loss of resolve in Washington is registered at once in declining cooperation on the part of those companies or school districts or local governments still holding out. Reportedly, right on the heels of Mr. Packard's decision, inquiries did start coming in—from other Government agencies as well as from private concerns—as to whether this did not mean new and relaxed procedures were now in effect.

By May 1, the Southern textile firms in question will be obliged to issue a quarterly report on their progress in meeting Government requirements. Customarily, the Pentagon would issue instructions as to what it wished answered in that report. This routine procedure offers an opportunity to retrieve the situation somewhat: a public and specific list of what the Federal Government expects to hear about in that report would have the effect, retroactively to be sure, of establishing the compliance terms the mills are expected to meet. Nor would it be a bad idea to issue such a public declaration before the end of March, since additional contracts are scheduled for award by then and some are expected to go to the same three firms. The Administration, via the Pentagon and the Labor Department, should be trying to strengthen the compliance program, not weaken it. They will have the most cause for regret if they open a Pandora's box of resistance and regression.

French Strike Falls Flat

The judgment of gold traders and political analysts alike is that the national strike in France Tuesday was a contained event not likely to leave an enduring mark. Certainly General de Gaulle did what he could to diminish the effectiveness of the workers' protest. They feel, with much justice, that they are being forced to absorb the inflation that set in on the heels of the convulsions last year—convulsions brought on, in large measure, by President de Gaulle's decade-long inattention to riots gotten out of hand—and another "November"—an international monetary crisis.

General de Gaulle's speech Tuesday night ostensibly was an appeal for support in next month's referendum. Two question—to which only a single yes or no can be given—will be asked. One is a proposal for local, partly elective assemblies to be set up in France's 21 economic regions; their functions and powers are unclear but they promise, says the General, "participation" for French citizens. The second question is whether

Statement by
Clifford L. Alexander, Jr., Chairman
Equal Employment Opportunity Commission
before the
Subcommittee on Administrative Practice and
Procedure of the Senate Judiciary Committee
March 27, 1969

MR. CHAIRMAN, you have convened these hearings to explore the effectiveness and efficiency of government practices and procedures for ensuring equal opportunity in employment among government contractors.

The adequacy of tools must, of course, be measured against the magnitude of the task. I would like, therefore, to give you my perspective as Chairman of the Equal Employment Opportunity Commission on job discrimination as it exists today. The Commission's jurisdiction extends, as you know, to employers of 25 or more, whether or not they are government contractors, as well as to unions, employment agencies, and joint apprenticeship programs. I see from the witness list that you will be hearing from other agencies with specific responsibilities under Executive Order 11246 for compliance by government contractors with provisions of that order, and I will not comment on its requirements or administration. What I shall say about discrimination from my vantage point as Chairman of EEOC applies to contractors and non-contractors alike.

I believe we must recognize three basic characteristics of discrimination: it is pervasive in the American way of business; it is too often unrecognized for what it is; and, most importantly, it can be rooted out through appropriate and determined action.

It has become fashionable of late to talk of "disadvantage" as the reason why minorities find themselves unemployed or confined to the bottom of the job hierarchy. The assumption is that minorities are largely unable to compete effectively because education and training opportunities have been previously denied them. But it is not "disadvantage" that makes the annual earnings of the black college graduate $1,040 less at the median than the white who never attended college. It is discrimination.

The data our Commission collected in 1966 from all employers of 100 or more, including most government contractors, showed that of 17-1/2 million male employees, one out of nine was an official or manager; but among 1-1/2 million Negro male employees, only one out of 100 was so employed; and among Spanish Surnamed American males, only one out of 40. Among all male blue collar employees, one in three was a foreman or craftsman; but only one in ten blacks, and one in five Spanish Surnamed Americans. For minority women the situation is even worse since sex discrimination compounds their lack of opportunity.

There are those who would deny that broadscale discrimination is largely responsible for the exclusion of minorities, or their

compression into lower paying jobs. But they ignore both what the processes of law define as discrimination, and the availability of qualified minorities that the Commission has tried to demonstrate through a series of public hearings and industry meetings.

When employers claim they "see no qualified minority applicants" it is often because their recruitment does not extend into the minority community as it has always extended into the Anglo community. In many instances, where the effect of such limited recruiting is to perpetuate a virtually all-white workforce, the employer would be in violation of Title VII -- not to mention the Executive Order -- despite the most glowing policy statement in his employee manual or diligent use of the "equal opportunity employer" slug in his classified ads in the daily paper.

Similarly, where minority job applicants are screened out disproportionately by tests that have not been validated as predictive of or related to actual job performance, the employer violates the law no less than if he still had a "whites only" sign in his personnel office.

Where minority employees are concentrated today in less desirable jobs because present seniority systems -- fair on their face since they apply to all -- perpetuate the effects of discriminatory placement in the past, the employer violates the law <u>today.</u>

I could cite further instances of how discrimination often fails to be perceived for what the courts have determined it to be

under Title VII. But this Commission has seen many instances where one needn't be a lawyer to know that much more is afoot than a shortage of qualified minority workers. At public hearings in New York in 1968 on discrimination in white collar employment, we saw that among that city's nine largest banks, two had 31 black executives -- four others had none. We saw other instances of how some employers were capable of finding qualified blacks and Puerto Ricans for white collar jobs at all levels while others, in the same industry, were unable to find any to do virtually the same kind of work. Indeed, out of some 4,300 reporting units in the city, 46% had not a single Puerto Rican in any white collar job -- from clerical on up -- and 43% had not a single black.

I would like to submit for the record a distillation of those New York Hearings whose title, I think, sums up the picture we saw among some of the nation's largest employers. It is called "Help Wanted....Or Is it".

Many of the findings in our New York hearings apply with equal force to blue collar work as well as white collar. And they repeat themselves from city to city, industry to industry. We have met privately with top executives of the drug and utilities industries, reviewed their reported employment statistics, and urged action to change the patterns they showed: despite large minority work forces in their operating areas, little minority participation above the

lower blue collar level and virtually no minority representation in middle management and upper level jobs.

Just two weeks ago in Los Angeles we saw an extremely disturbing picture at hearings covering the aerospace industry, motion picture production, the three radio-TV networks and several major financial institutions. In the movie industry, Mexican Americans and blacks were almost completely excluded from craft jobs by a collusive system involving the producers and many craft unions. The system's forseeable discriminatory effect made it a violation of Title VII notwithstanding the intent of the parties involved, and the parties evidenced no intent to change that system.

In the aerospace industry, lumping of minorities at the bottom of the job hierarchy was a rule with few exceptions. Minority witnesses testified they were frozen in positions for longer than their Anglo colleagues despite comparable or superior education and training.

The same television networks that had promised in New York to improve an abysmal record of minority employment showed, fifteen months later, a failure no less stunning to utilize the rich potential of minorities in Los Angeles.

I would be delighted to furnish this subcommittee with the transcript of the Commission's hearings in Los Angeles as soon as

it is available. It will show a bleak picture. But it will also show some exceptions to this picture, as we saw among New York's leading white collar employers, the drug industry, and the private utilities. They are important exceptions, for they point to the abundance of qualified minority workers when employers adopt non-discriminatory practices.

It is the Commission's experience that those relatively few companies who have successfully recruited and upgraded minorities share certain vital characteristics. They have developed detailed written plans for affirmative action, establishing for themselves specific goals and timetables for ending exclusion and underutilization of minority workers. Top management requires reports of progress or failure plant by plant, department by department, job category by job category. Reports are not just filed, but acted upon. Top management makes it clear that rewards and sanctions will apply to supervisors' performance in equalizing job opportunity just as they apply to performance in other areas of the company's operation where specific objectives or obligations have been defined.

There is, Mr. Chairman, one industry in which I understand the Subcommittee is particularly interested, where it appears that such top management attention among major employers is particularly needed. This industry -- the textile industry -- was the first to which the Commission addressed itself in a public context in

January, 1967. Statistics presented at a public forum in Charlotte showed gross underutilization of blacks, particularly black women, in North and South Carolina textile plants. And the Commission's investigations had uncovered some of the overtly discriminatory practices at plants of industry leaders that underlay the statistics of exclusion.

There have been other industries whose major employers have had comparably bad records. The leading textile employers are noteworthy, however, because in their capacity as government contractors they have been the subject of efforts by the OFCC and DOD following the Commission's textile forum, and thus provide an example of an industry where all the tools this Subcommittee is exploring have been used.

The Commission's experience with three of these major employers is enlightening. According to forms filed with the Commission in 1966, these companies made up about 25% of total textile employment, and now employ some 133,000 people. They have been the subject of a number of Commission investigations. At one plant, a company refused to hire a black woman solely because she had borne children out of wedlock -- although company officials admitted that they hired unwed mothers who were white. At another, a black man was discharged when he failed to execute a supervisor's order to perform an unpleasant task that investigation revealed was not assigned to similarly placed whites. It did not appear incidental that this

man, whose work record had been rated adequate in the past, had been having trouble since being elected president of the local NAACP. Nor would it seem incidental that an unwritten plant rule required blacks, but not whites, to use paper cups when drinking from a supposedly desegregated water fountain.

Both cases I have mentioned were based on charges filed in 1966. The incidents are reasonably typical of cases we have investigated in other plants of the three textile companies at various times before and after the textile forum. And, unfortunately, such practices and others even more serious are allegedly widespread even today. In a charge received this year against one of the three companies, gross violations of Title VII were alleged including maintenance of segregated facilities and discriminatory shift assignments, layoff and discharge based on race. In addition, the complaint cited persistent refusal of the respondent to undertake its responsibilities under Executive Order 11246.

I will not comment upon this alleged failure of the company as a government contractor to execute the requirements of the Executive Order. And the entire charge, of course, must be investigated before the Commission decides whether the facts support alleged violations of Title VII by this employer or any other. I will say, however, that the underutilization of blacks which the three leading textile companies reported in 1968 strongly suggests widespread discrimination at work.

Blacks held 11.7% of all the 133,421 jobs reported among the three companies. But the compression of blacks into lower paying jobs is starkly drawn by the statistics on individual job categories the companies themselves reported:

-- Blacks held only 16 of the 8,437 jobs as officials and managers - 0.2%.

-- They held 8 of 2,112 jobs as professionals -- 0.4% -- and 33 of 1,612 technicians positions -- 2.0%.

-- There were only 9 blacks among 1,497 salesmen -- 0.6% -- and even at the office and clerical level blacks held only 2.9% of the 11,256 reported jobs.

-- In blue collar work, Negroes held 11.7% of the 75,523 semi-skilled operative jobs, but only 1.8% of the 15,984 jobs as craftsmen, foremen and kindred workers. They held 35.9% of jobs as laborers and 36.0% of jobs as service workers -- the lowest rungs of the occupational ladder.

These figures, Mr. Chairman, are appalling -- particularly in what they say to the black job applicant whom these companies, like the rest of industry North and South, are ostensibly seeking. Looking at these figures from the outside, a young black college student would see one of every sixteen whites at the companies working in a job as official or manager -- but only one of 1,000 blacks. The black high school student would see one of every eight whites working as a foreman or craftsman, but only one of 50 Negroes. What

credibility does this lend to the label of "Equal Opportunity Employer" that each of the companies probably displays in its classified ads?

I submit, Mr. Chairman, that equal opportunity will not become a reality in these companies, or in this industry, or in American industry generally unless and until all of the tools available to the public and private sector are appropriately utilized. If these tools are cumbersome, inadequate, duplicative or -- most importantly -- not utilized, the problem of job discrimination will remain grave. Discrimination costs billions of dollars annually in unrealized productivity. Dollars out of black and brown and white pockets alike. Its cost in human terms is incalculable. If with the guidance of this Subcommittee on Administrative Practice and Procedure, more effective and efficient action to eliminate discrimination ensues, all of the nation -- minority and majority -- stands to benefit.

# # #

STATEMENT OF SENATOR WALTER F. MONDALE BEFORE THE SENATE SUBCOMMITTEE ON ADMINISTRATIVE PRACTICE AND PROCEDURES
MARCH 27, 1969

Mr. Chairman and members of the Committee:

I appreciate the opportunity to appear before you today, for these hearings are both timely and important. The role of the federal government in promoting equal employment opportunity is of vital interest to all of us. The unemployment rate for non-whites in America is twice that for whites. In some rural areas and northern ghettoes, unemployment soars as shockingly high as 35-40% among blacks. One of the causes of this grave problem is job discrimination. Such a trend will persist, with the unrest it brings, unless strong corrective action is taken by the federal government immediately.

The issues before this committee today are clear and simple. First, is the federal government, in the face of growing public concern with hunger, poverty and unemployment in our rural areas and urban slums, going to continue to foster racial segregation and discrimination through the use of federal tax dollars, thereby foreclosing job opportunities to thousands of black, Mexican-American and Indian citizens? Second, is the federal government going to make pronouncements about law and order and make new efforts towards ending crime and lawlessness while failing to follow and enforce its own laws and procedures on nondiscrimination? These issues are what provoked my concern about recent defense department actions regarding contracts to three large textile mills.

On February 8, 1969, Deputy Secretary of Defense David Packard awarded contracts totaling $9.4 million dollars to three southern textile firms -- J.P. Stevens, Dan River Mills and Burlington Industries--on the basis of these firms' oral assurances that they would come up with an adequate "affirmative action" program. He did this not only without consulting the Office of Federal Contract Compliance, but in direct contradition of OFCC's and his own Defense Supply Agency's findings of discriminatory practices by these companies and recommendations that the companies be found in non-compliance with the Executive Order.

These findings of discrimination were not insignificant, as this summary indicates:

First. Negro male employees were being discriminated against in terms of promotion.

Second. There was discrimination in providing on-the-job training.

Third. Few Negro females were being hired in any capacity, despite the large number of white females being employed by these firms.

Fourth. Craft jobs were held by whites only, tests used to fill these jobs were not validated and were therefore not shown to be job related.

Fifth. Housing owned by Dan River Mills for its employees was segregated; whites were provided with cottages, Negroes with "shotgun" houses.

On February 11, 1969, I wrote Secretary Packard, requesting the terms of the assurances given him by the companies and urging him to hold up approval of these contracts. On February 26, 1969, I received a reply from a DoD official, which included a copy of a letter from Secretary Packard to Secretary Shultz, dated February 13, 1969.

In his letter, Secretary Packard stated that the companies' "chief executives have assured me that...(they)...will implement affirmative action plans to achieve the results contemplated under the Executive Order." This statement, along with the fact that no written agreement has yet been produced, amounts to a concession that millions of dollars of federal contracts were awarded on the basis of a handshake and a promise to do better.

Mr. Packard's attempt in the letter to explain his actions to Secretary Shultz is also most revealing. For rather than being at all reassuring, he explicitly indicates that the following deficiencies existed in the employment practices of the companies to which he had just awarded $9.4 million in federal contracts:

" 1. The companies do not provide in detail " specific goals and time tables for the prompt achievement of full and equal employment opportunity" as required in Section 60-1.40 of the OFCC Rules and Regulations.

" 2. OFCC policy and recent court decisions require that contractors remedy the present effects of past discrimination. Acceptable contractor programs to meet this requirement have yet to be formulated.

" 3. The companies have not provided a meaningful plan to assure fairness and nondiscrimination in recruiting, selection, placement, promotion and upgrading.

" 4. There still remains some company housing that is occupied on a segregated basis. A plan for prompt desegregation is needed."

Not only did Mr. Packard's action violate the substance of the law's requirements against discrimination as he himself so graphically outlined in his letter, but he also ignored completely the procedures under Executive Order 11246. He totally by-passed the OFCC, which is vested with responsibility for coordinating and supervising policies under the Executive Order, and he personally accepted oral, nonspecific assurances despite the regulations' requirements for written, specific assurances and for a timetable within which the contractor's affirmative action program will be accomplished.

It must be emphasized that Mr. Packard awarded contracts to companies which were <u>not</u> in compliance with the Executive Order. For the regulations issued under the authority of this Order unequivocally state that " where deficiencies are found to exist," as they were here,

" (b)efore the contractor can be found to be in compliance with the Order, it must make a specific commitment, in writing, to correct any such deficiencies. The commitment must include the precise action to be taken and dates for completion."

While the textile companies are required to report by May 1st on progress made in fulfilling their oral assurances, it is difficult to understand what they are to report about in the absence of a specific plan and requirements by which to measure these reports. Moreover, only Mr. Packard will be able to judge whether or not they are in compliance in the absence of any written agreement.

The action taken in these cases raises grave questions about the future of the contract compliance program. The law cannot be what the personal judgement of one official may determine it to be at a particular time. An effective compliance program involving hundreds of companies and billions of dollars cannot be conducted on the basis of personal oral assurances between a defense official and private industry officials. Nor can subversion of orderly procedures result in anything other than vitiation of the underlying policies and goals of the law.

Mr. Packard's actions are disturbing for still another reason. They totally negate the substantial expenditure of effort and money which several government agencies and private groups have invested over thepast year and a half to achieve compliance in these textile mills. I would like to briefly summarize for this committee the background of the textile investigation. The textile compliance program was a joint EEOC-OFCC-DoD project launched in January, 1968 1967 as part of a carefully designed, comprehensive, interagency effort which began in the spring of 1966 and which was an unusual attempt to coordinate federal and private agency programs to achieve equal employment opportunity. Frustrated by the limitations of a case-by-case approach to compliance which relies on individual complaints, the EEOC commissioners, led by Commissioner Samuel Jackson, a Republican, decided to try to eliminate patterns of discrimination by working on an industry-wide basis to achieve affirmative action agreements. The textile industry was chosen as a pilot project because its geographic concentration made it manageable in scope, because of its clear history of racial discrimination (I will attach for the record the Department of Defense's own specific findings of various discriminatory practices as of 1968 in Dan River Mills as related to Mr. M.A. Cross of that company by Mr. Shafer of the Defense Supply Agency in a letter of September 10,1968 (Attachment I), because it had a labor shortage: because of its heavy involvement with Federal contracts

(during 1968 when negotiations were going on with these companies, the DoD awarded contracts of approximately $77.5 million to these three firms), and because textile mills can offer jobs to unskilled, ex-farm workers. Moreover, the large roles textile companies play in the southern economy could, if employment patterns were changed, have a broad impact on job opportunity for minorities throughout the area. For example, EEOC data shows that in 1964, 49.4% of manufacturing jobs (or 136,400 jobs), in South Carolina were in textiles, in 1965 41.2% of manufacturing jobs (or 253,200 jobs), in North Carolina were in textiles.

Great effort was expended on the project including extensive documentation of the mills' discrimination by EEOC's research staff; a public forum on textile employment practice in Charlotte, N.C., in January, 1967; exhaustive efforts by federal officials to get voluntary cooperation from corporate leaders in the industry, and a private interagency effort of six civil rights groups which complemented the government's effort and reflects the strong interest of civil rights groups in this project. Over a year of negotiations ensued between the government and these mills without a satisfactory affirmative action program being agreed upon. I am attaching for the record a detailed chronology of the steps which were taken in the attempt to bring these companies into compliance with the Executive Order. (Attachment II).

It is in the face of all this that Mr. Packard's action must be judged. What is truly shocking is the fact that between the February 8th awards of $9.4 million and March 26th, DoD has continued to award contracts to these same three firms -- Burlington, Dan River and J.P. Stevens. The total amount of these additional contracts is $13 million.

This continuing disregard of the Executive Order by DoD is indefensible and can only reward violation of the law and compound the errors already made in these cases. It seems to me that thepublic has a right to expect more and must ask more of the federal government.

It is particularly ironic that the Defense Department -- which so freely uses the energy, skill and lives of black Americans in Vietnam and which daily calls for more sacrifices from all Americans--is the first federal agency in the new Administration to impede efforts for racial justice here at home.

I hope that this committee hearing will result in a commitment on the part of DoD and other federal agency officials to enforce fully Executive Order 11246 and the rules and regulations thereunder. To do so would make a decisive difference in how minority groups view the federal government's willingness to enforce the law, and it will open up jobs to many who need them most. As of 1966, employers with federal contracts employed an estimated 24 million persons, approximately one-third of the labor force. It is evident what leverage the federal government has through federal contracts for constructive results in the jobs area if it would only use it.

Second, I hope that this committee will insist that federal agencies respect procedures established under the law, for without them justice will be an illusion.

Third, it is crucial that an adequate enforcement staff be hired and an adequate reporting system be implemented for monitoring compliance among government contractors. Moreover, information should be provided to the public about programs and progress in this area.

Finally, I call upon Secretary Shultz and Deputy Secretary Packard to take immediate action to correct the violation of the Executive Order occurring in these textile cases and to hold yp any pending contracts until the companies are in real--not paper--compliance. As Mr. Packard himself

stated in his letter to Secretary Shultz: "Actual results in terms of employment of minority applicants and treatment of employees without regard to race, creed, color or national origin determine whether a contractor is in compliance with the Executive Order." We have a right to see these "actual results" before further federal money is given. That is the law. And I specifically call upon Secretary Shultz to exercise his authority in these cases. As I stated on an earlier ocassion:

> If the Department of Labor does not exercise its authority in this matter, the Federal Executive Order calling for nondiscrimination in hiring, promotion, and other areas by firms doing business with the government is dead and buried and with it one of the nation's last best hopes for ending discrimination in employment.

In addition to the two documents referred to in my testimony, I ask that the following documents be made a part of the record;

- Press release of February 26, 1969, which outlines this problem in more detail.(Attachment III)
- My letter of February 11, 1969, to Deputy Secretary of Defense David Packard (Attachment IV)
- My letter of February 17, 1969, to Secretary of Labor George P. Shultz. (Attachment V)
- The DoD response to my letter, signed by Deputy Assistant Secretary Jack Moskowitz and dated February 25, 1969. (Attachment VI)
- A copy of the February 13, 1969, letter from Deputy Secretary Packard to Secretary Shultz, which was included with the above DoD response. (Attachment VII)
- The letter of March 5, 1969 from the Democratic Study Group to President Nixon. (Attachment VIII)
- The letter of March 5, 1969 from the Leadership Conference on Civil Rights to Deputy Secretary Packard. (Attachment IX)

STATEMENT BY MR. JACK MOSKOWITZ, DEPUTY ASSISTANT SECRETARY OF DEFENSE (CIVIL RIGHTS AND INDUSTRIAL RELATIONS) BEFORE THE SENATE JUDICIARY SUB-COMMITTEE ON ADMINISTRATIVE PRACTICES AND PROCEDURES

MARCH 27, 1969

Mr. Chairman:

The Committee has asked for a brief chronological history of the Department of Defense Contract Compliance program for the textile industry in North and South Carolina.

The Assistant Secretary of Defense (Manpower and Reserve Affairs) is the Department of Defense Contract Compliance Officer and is responsible for implementation of Executive Order 11246 and DoD Directive 1100.11. I act as his Deputy in this area. The Director, Defense Supply Agency is the Deputy Contract Compliance Officer for Contract Compliance Operations.

In March of 1967, the Equal Employment Opportunity Commission held an inter-agency meeting to discuss their equal employment opportunity program for the textile industry in North and South Carolina. This meeting was chaired by the then Commissioner, Samuel C. Jackson.

Each agency represented in the meeting agreed to assist the EEOC effort.

During the balance of 1967, there were several inter-agency meetings to discuss the direction the project should take. At the end of the year, the Office of Federal Contract Compliance of the Department of Labor suggested a concentrated compliance project in which the Department of Defense would be assigned ten major textile producers and fifty-eight of their mills would be reviewed.

The Department of Defense indorsed the project and on 11 December 1967 the Defense Supply Agency was directed to proceed in full cooperation with the Office of Federal Contract Compliance.

The OFCC set the order of reviews. 2 of the 10 companies assigned were found not to be a DoD responsibility (Dupont and Kayser-Roth). The 8 remaining were Burlington Industries, Cannon Mills, Cone Mills, Dan River Mills, Deering-Milliken, Fieldcrest Mills, J. P. Stevens and Company and Spring Mills. The first compliance review took place in January 1968 at Dan River Mills. The target date for completion of all the reviews was the end of September 1968.

The interest of my office in the first half of 1968 was in seeing that the reviews were completed by the target date and that adequate resourses were assigned.

After the completion of a company's reviews, D.S.A. representatives would meet with company officials and discuss the results and the development of an affirmative action program. These negotiations began first with Dan River Mills in May 1968. The Defense Supply Agency was asked to keep our office advised. The approval of the Assistant Secretary of Defense (Manpower and Reserve Affairs) was required before an affirmative action plan could be accepted. On 23 July 1968, the Defense Supply Agency submitted their reviews of the first proposals by Dan River Mills for advice. The submission did not contain sufficient information and on 31 July 1968, it was returned for more specifics.

During this period, the Office of Federal Contract Compliance issued their new Rules and Regulations and formulated policy on discriminatory seniority systems based on the recent decisions in U. S. vs. Crown Zellerbach and Quarles vs. Philip Morris.

On 12 August, the Defense Supply Agency supplied the information requested and reviewed the Dan River Plan. The new issues raised in the Rules and Regulations and court cases were not covered.

On 22 August, I wrote Defense Supply Agency and informed them that Dan River proposals were unacceptable because of a lack of policy guidance on our part and certain vagueness on the contractor's

submission. This memorandum adopted as DoD policy the Crown Zellerbach and Quarles cases. Contractors having placement, promotional or transfer systems that may be fair on their face but which operate unfairly because of historical discrimination are not in compliance with Executive Order 11246 and they were required to act affirmatively to grant the same privilege and opportunity to aggrieved employees as other employees with similar service enjoy.

Dan River was also asked to give more information on hiring practices so a better judgment could be made.

The company plan to grant the occupants of company owned housing the initial opportunity to buy was found insufficient as it perpetuated the existing segregated patterns. The Defense Supply Agency was directed to inform the company of these comments and give them an opportunity to respond.

Proposals were submitted. On 17 December 1968 the Defense Supply Agency informed the Assistant Secretary of Defense (Manpower and Reserve Affairs) that the proposals were not acceptable and sought approval of their recommendations for the company. These recommendations were approved on 9 January 1969 with specific additional requirements. The Dan River proposal did not develop specific goals and time tables as required in the O.F.C.C. Rules and Regulations (41 CFR, Chapter 60, Section 60-1.40, etc. seq.). The plan did not

indicate the steps to be taken to cure the present effects of past discrimination. A report was asked for by 31 January 1969. In the meantime no additional contract awards were to be made to Dan River.

During this time there was a pending $16 million dollar poplin cloth award. Dan River Mills, Burlington Industries, and J. P. Stevens Company were the successful bidders for a major portion of this award. A pre-award finding on compliance was required. Similar negotiations had been continuing with Burlington Industries and J. P. Stevens. The guidance for Dan River Mills was proposed to these companies for response.

The Defense Supply Agency reported on the Dan River and J. P. Stevens responses on 30 January 1969. Areas of disagreement still remained. The Defense Supply Agency determined that the companies failed to comply with the EEO clause and it was recommended that the Secretary of Labor be asked to institute procedures to impose sanctions. On 6 February 1969, a similar report was received on Burlington Industries.

The deficiencies found by the Defense Supply Agency were in the following areas:

1. The companies did not provide in detail "specific goals and time tables for the prompt achievement of full and equal employment opportunity" as required in Section 60-1.40 of the OFCC Rules and

Regulations.

2. OFCC policy and recent court decisions require that contractors remedy the present effects of past discrimination. Acceptable contractor programs to meet this requirement had not been formulated.

3. The companies had not provided a meaningful plan to assure fairness and nondiscrimination in recruiting, selection, placement, promotion, and upgrading.

4. There still remains some company housing that is occupied on a segregated basis.

The Defense Supply Agency recommendations were indorsed to Deputy Secretary of Defense Packard.

from the office of

Senator Edward M. Kennedy

FOR RELEASE ON DELIVERY

of Massachusetts

OPENING STATEMENT OF SENATOR EDWARD M. KENNEDY, CHAIRMAN, SUBCOMMITTE ON ADMINISTRATIVE PRACTICE AND PROCEDURE, SENATE JUDICIARY COMMITTEE

March 27, 1969

Since this is my first hearing as Chairman of the Subcommittee on Administrative Practice and Procedure of the Senate Judiciary Committee, let me begin by placing in the Record a copy of Senate Resolution 39 which sets forth the Subcommittee's mandate. I will read just a part of it:

We are "to make a full and complete study and investigation of administrative practices and procedures within the Departments and agencies of the United States, in the exercise of their rulemaking, licensing, investigatory, law enforcement and adjudicatory functions including a study of the effectiveness of the Administrative Procedure Act...with a view to determining whether additional legislation is required to provide for the fair, impartial, and effective performance of such functions."

Let me point out that in the past the Committee has considered three matters very relevant to today's hearing. One is the concept of the Ombudsman. While the name has become somewhat overused, the challenge is a constant and pressing one: How can we better assure the individual citizen, the "little man", the member of "the public" in whose name "the public interest" is invoked, that his needs and wants and wellbeing will be represented within the councils of government? Much of the Administrative Procedure Act sounds the same theme: How can we assure that rules, regulations, and decisions that affect all citizens -- rich or poor-- all businessmen -- large or small, are made through procedures which are as fair, logical, and open as possible? And finally, this Subcommittee is the source of the Freedom of Information Act, an Act which establishes the principle that all information inside the Government is public information unless Congress has permitted an exception and unless there is a compelling reason in a particular case to invoke the exception.

Some of these same questions and goals were set forth in a questionnaire which I recently directed to various members and officials of many federal departments and agencies, and a group of agency practitioners. I will place the entire questionnaire into the record, but let me just read a few of the questions which relat to our inquiry today:

I. Citizen Involvement in the Administrative Process.

A. To what extent, if any, and in what manner is there an input into the agency's decision-making process from private citizens and citizen groups? Does the agency encourage such inputs? How? Could these inputs be greater? How?

B. Does the agency have any citizen or industry advisory groups? If so, describe briefly their functions and composition. Do these groups become involved in any way in the policy-making or decision-making process? What attempts are made to solicit views of affected groups that otherwise might not become involved in the administrative process on their own initiative?

C. What procedures are used to take account of the views and consider the needs of the poor as they might be affected by the agency's decision-making? What procedures could be used?

...

E. Do those who are affected by the agency's activities know enough about it? How is citizen and industry awareness of the agency's functions, processes and

decisions promoted? How can the outward flow of information be improved? To what extent are agency records, proceedings, meetings, or opinions withheld from public view? What are the reasons for such withholding?

II. Procedures for promoting more responsive agency decision-making

...

C. What procedures or mechanisms does the agency have for consulting and coordinating with other government agencies with overlapping, interrelated or conflicting responsibilities?

These then are some of the concerns on which we have focussed and which we will be developing in these hearings. Specifically, our emphasis this week is on three areas:

1. What role can the choice of administrative procedures play in an agency's ability to carry out a policy established by law or regulation?

2. How best can the views of affected members of the public be given weight when a decision to choose or change such procedures is made by government officials?

3. Do government information practices provide the public with a clear and accurate understanding of government decisions and policies?

We will be raising these questions in the context of a most vital area of national life -- the right of every American to get and hold a job, to have a job that matches his qualifications, and to receive advancement and promotions on the merits of his work, regardless of his race, religion, or national origin.

It was not until 1964 that Congress developed comprehensive legislation assuring the right of equal employment throughout U. S. industry and commerce. But long before, beginning in 1941, during the Administration of Franklin Delano Roosevelt, the Executive Branch had recognized the principle that those who do business with the Government and thus profit from funds contributed by all the people, should not be allowed to perpetuate discrimination and segregation in American industry. That principle remained more a hope than a reality throughout the 40's and 50's. In 1961, however, within 50 days of his inauguration, President Kennedy issued a new Executive Order strengthening the federal equal employment opportunity effort. "It is the plain and positive obligation of the United States Government," his order said, "to promote and ensure equal opportunity for all qualified persons, without regard to race, creed, color, or national origin, employed or seeking employment with the Federal Government or on government contracts." His order required every federal contractor to pledge "affirmative action" to ensure equal employment opportunities. In 1963 he expanded his order to cover federally-assisted contracts, including highway construction. In 1965, President Johnson reissued the order with its enforcement machinery restructured and its provisions refined. That last order, Executive Order 11246, and the background and history it represents, constitutes the principal roadmap before us today. It sets the pattern and the theme. It creates the machinery and the sanctions with which we are principally concerned now.

I should point out that the current Administration has recognized the importance of jobs, and especially jobs for the deprived and the discriminated against, as a key to relief of many of our social ills. As President Nixon said in his recent address before the National Alliance of Businessmen, "...when we think about the welfare of an individual, in the best sense, that means a job... because with that job comes dignity..."

Our purpose here, today and tomorrow, is a constructive one. The fact is that two recent decisions within the Executive Branch have caused a great deal of doubt and misunderstanding regarding the present commitment of the federal government to laws and regulations promulgated by past Congresses and Presidents. This was so as much because of the way the decisions were made as because of what the decisions were. For progress in the civil rights area is largely a

matter of voluntary compliance. If individuals and corporations know exactly what the rules and regulations are, and know that enforcement will be strong and consistent, then most of them will comply in good faith without being separately forced to comply. However, if the procedures are such that decisions are irregular or unclear, if it appears that procedures designed to lead to sanctions never really arrive there, if it seems that ex parte appeals can achieve a departure from, or change of, established practices, then there is every incentive for one who is not especially motivated towards compliance to resist as long and as vehemently as possible.

In this set of hearings we will be focussing on the procedures of two Departments, Defense and Transportation, each of which has extremely important commercial relationships with major industries, and thus has important responsibilities for helping to promote equal employment opportunity in those industries. But the questions which have been raised with respect to these Departments, and the answers we will receive, are relevant to related responsibilities of other Departments as well. We are very mindful of the reports that new procedures may be adopted by the Department of Health, Education, and Welfare in meeting its responsibility for preventing federal funds from contributing to the perpetuation of segregated education. It is too early to predict what kind of changes might be made. But what we can contribute here is a sense of the need both to pay attention to how the changes are made and to make sure that procedural changes do not destroy the substantive programs. Certainly many of us will be keeping a constant vigil in this area.

It is my hope that the present hearings will serve to resolve many of the doubts which the recent decisions have generated. In fact, I believe that the Cabinet members who will appear welcome this opportunity to state their commitments and their plans on the record. I think these hearings will help them and all of us to see that if procedures are followed which give a full chance for affected groups to be heard, which give full weight to the internal government mechanisms established to protect the public interest, and which produce full and clear information about what is being done, then both those who are regulated, and those for whose benefit regulation occurs, can have confidence and faith in the regular enforcement of government policies.

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PENN COMMUNITY SERVICES, INC.
FROGMORE, S. C.
March 28, 1969

ATTENDERS AT CLEMSON, S. C. SESSION AND TEAM:

Bill Harris - LaFrance-Reigal - Personnel
Don Carver - Soco-Lowell - Personnel

Committee on Continuation

Chuck Middlebrook - Seneca Neighborhood Youth Corps
Don Carver - Soco-Lowell
Bill Harris - LaFrance
Gladys Ganett - Clemson, S.C. (black)
Mrs. A. Ruth Morse - U. P. Pendleton Human Relations Council
Joe Brown - TEC Center - Admission

Jerry Sloan - Mayor of Pendleton
Prof. Everett Laitala - Clemson (very active, ~~independent~~ INDUSTRIAL management)
Prof. and Mrs. Bernice and Albert Holt - Clemson (probably the most positive of the group)
Mrs. Frances Booker-Counsellor, ~~David~~ DANIEL High School, Clemson, S. C.
Bill T. Yarborough - Director, TEC
Ton Reid - TEC-Education Director
Prof. L. L. Boyd - Clemson (Elem. Ed.) Previously Bft. Elementary
Lawrence Reid - Clemson - Works University, handles mail (black)
Mrs. Ruth Mary Moore- Clemson Chapter
Dr. Merrill Palmer - Professor at Clemson - Computer
~~Meeting~~

MEETING - CLEMSON 3/26/69

About 20 persons present
Several persons from Clemson College faculty
3-4 from Tri-County TEC
2-3 from industry - ~~Alice (?) and/or Kendall~~ LA FRANCE, and Soco-Lowell (?)
NYC Representative
High School Counsellor
After outlining scope of TEAM's concern with textile and proposal that group work with skills,management, group discussed labor availability

GENERAL CONCLUSIONS:

Tight labor market and employees - for all industries badly needed
High school graduates -black- no difficulty finding jobs-often drop out to take them.
Students can work part-time in textiles and other factories during year and almost full-time in summer.

In order to move up occupational ladder, black persons have to get into seniority line - taking often 20-30 years.
Black employees young (also white) don't want to wait and often seek other jobs.
Two of plants have-on-the-job training but this goes to long-term employees
No chance for black people to come into plant, and start sooner on-the-job training.

No concern shown by management about racial make-up of employees. Seem to feel that jobs are available, will take black persons if apply, that seniority process prevents any accelerating movemant of blacks. While not opposed to community group doing "something," management did not seem to want any help.

Secretarial - Pointed out would not require seniority system. TEC center doesn't pffer secretarial courses because state Senator says state should not compete with private industry (secretarial schools). Few high school graduates can handle secretarial work.

TEC Director was concerned with the under and unemployed. Felt efforts should be directed there; seemed to be agreed upon by management also.

Committee set up - see attachment - who will go into Negro areas to get people to sign up-presumably without types of jobs available - then refer them to companies.

Talked about bad name of TEAM - Flack with TEAM card with only AFL-CIO (presumably listed), didn't want to tie in with TEAM; so didn't leave report forms, etc. (visited LaFrance plant next day - see attachment)

Bill Harris, Personnel Manager - LaFrance Director of Reigal-LaFrance toured plant 3/27/69

Showed weaving room; very dusty, tremendous noise as looms working; showed jobs of Dofferz, weavers, fixers, etc; about ½ women-2 black, both service workers. Explained how had to move from one job to another-could not place persons on first shift without everyone walking off;- since attained through seniority.

Walked through another room - 2-3 black persons in skilled jobs, both destined, presumably, for supervisory jobs. 1 had been on job only about three years.

Repairs Shop - no blacks- suggested that this might be where young black people could be brought in; Harris said would have to start as helpers. Still no interest.

Asked about secretarial work (didn't see any black person); said had two but left; also black man as office "stock boy"; didn't see that could do more here; secretarial jobs now fewer.

Attitude was very defensive; said had to treat everyone alike; said they had made progress and would continue to do so.

I mentioned that at meeting PREVIOUS night, was surprised that management seemd to feel that everything that could be done already was being done by management and that little need for private group. He confirmed this by saying that already have contracts with TEC, high schools, ministers, etc.

I raised question whether government was asking for more affirmative steps- about lack of skilled and "white collar" workers - indicated that apparently never had been visited or advised by government representatives re affirmative hiring.

New plant almost completed and asked if would not be increasing staff, but indicated would not have many more workers again not interested in taking advantage of staff expansion to move up black workers.

I left with impression that main concern of LaFrance factory was to have adequate supply of labor, but did not detect concern about number of black employees and the number in skill category. It seemed obvious that government had not gotten message across of the need of affirmative action, especially in skilled categories.

from the office of

Senator Edward M. Kennedy

of Massachusetts

FOR IMMEDIATE RELEASE
March 20, 1969

STATEMENT OF SENATOR EDWARD M. KENNEDY
CHAIRMAN, SUBCOMMITTEE ON ADMINISTRA-
TIVE PRACTICE AND PROCEDURE OF THE
SENATE JUDICIARY COMMITTEE

I want to begin by expressing my thanks to the Administration officials who will appear today, not only for taking the time to joim us, but also for the assistance they and their staffs have provided to the Subcommittee. I want to pay special recognition to the Department of Defense, a department which we normally think of as being closed and secretive. In this case it has been most open and candid. It has provided us with all the information and documentation we needed to fulfill our task of analyzing the decision-making processes that led to a most important Department decision. Despite the risk that the release of this information might prove embarrassing, the Department had the confidence, and the faith in the constructive effect of hearings like these, to open itself to scrutiny and to let the chips fall where they may. Such courage and sense of public responsibility should not go unnoticed, and I want to commend you, Mr. Packard, and all those who were responsible for implementing so well in this case President Nixon's wishes for an open government.

I want also to note at the outset that nothing which will be asked or said here today is meant to cast any aspersions on the proved and total personal commitment to equal opportunities of the three principal witnesses. Secretaries Packard, Shultz and Volpe have each in their own enterprises and activities, taken a direct and forceful role in the effort to remove racial barriers from American life.

What we are concerned with today, however, is their institutional commitment, the commitment of their Departments to orderly procedures and to full enforcement of Congressional and Executive policies. Fear abounds in the nation that the trend toward equal rights and open opportunity may have reached a crest, that the new government places a low priority on the vindication of civil rights, that seemingly minor procedural changes mask basic shifts in the government's determination to eliminate segregation and discrimination. And it is not difficult to understand where this fear breeds. When Cabinet and Sub-Cabinet officials make critical decisions in the civil rights field, they do so under a microscope in a bright light. If they do not act firmly, clearly and openly to carry out their civil rights responsibilities, then they suffer a loss of credibility. Unfortunately, that is what has happened to the men who will appear here today. I do not believe they intended it to happen or wanted it to happen, or even knew it would happen. But it has. And our task is to help them see how and why, and then to help them rehabilitate themselves and restore the public confidence in their Departments' full commitment to the principle of equal opportunity.

As we heard yesterday the Government's role in equal employment opportunity dates back 20 years. In 1941, 1961, 1963, 1964, and 1965 three Presidents and one Congress established a structure for insuring job equality in federal employment, federal contracts, federally-assisted contracts, and general commerce. The division of responsibility is clear and logical, although perhaps not perfect or optimal -- Justice has responsibility for all court suits, the Equal Employment Opportunity Commission tries to handle general commerce, primarily

through administrative proceedings, each agency handles its own employment and its own contractors, with government-wide supervision by the Civil Service Commission for federal employees, and by Labor for federal contracts, so as to provide consistency and a source of expertise.

Beginning in early 1967 many of these lines of responsibility converged on one industry -- textiles. It was an important one because it employed large numbers of people, had a high turnover in employees, had skill progressions which were relatively easy, held huge amounts of Defense contracts, had plants in areas of population emigration, and had a grossly poor record in employment discrimination and segregation. Private civil rights groups formed a supporting outside team. EEOC, Labor, and Justice divided up the task of reviewing and obtaining compliance. The Department of Defense joined the effort in November of 1967 and began its reviews in January of 1968. During that month officials of Labor, Defense, and EEOC met with the top textile industry corporate executives to acquaint them with the goals of the compliance program and with the government's hope of achieving these goals with all possible mutual cooperation and understanding. By informal understanding Dan River Mills was made the prototype. The chronology was discouraging:

January 1968 -- First compliance reviews -- company found in non-compliance -- affirmative action plan requested.

April 1968 ---- Conciliation conference -- no affirmative action plan submitted.

May 1968 ------ Second conciliation conference -- first plan submitted -- found not satisfactory.

May 1968 ------ Third conference -- 2nd plan submitted -- plan not responsive in achieving compliance.

June 1968 ----- New proposal -- still not responsive.

July 1968 ----- New plan submitted.

August 1968 --- Proposals found unacceptable.

Aug.-Sept. 1968 Compliance reviews of Stevens & Burlington.

Sept. 1968 ---- Stevens & Burlington found in non-compliance -- affirmative plan requested.

Sept. 1968 ---- New Dan River Plan requested by 27th.

Oct. 1968 ----- Dan River says no plan until November 15.

Oct. 1968 ----- DoD requests plan by 28th.

Oct. 1968 ----- Dan River says not until November 15.

November 1968 - New Dan River plan filed -- Burlington, Stevens plans filed and found unacceptable.

December 1968 - Defense Supply Agency recommends rejection of plan.

January 1969 -- OFCC, Justice, DoD meet to evaluate plan and unanimously recommend rejection.

January 9,1969 DoD advises DAS to conciliate further and report on Jan. 31, and in the meantime to award no contracts to Dan River.

Jan. 16-17,1969 DoD meets with and makes final request to Dan River, Stevens, and Burlington for meaningful affirmative action plan.

I go through this chronology in some detail because it brings out several clear facts. The textile industry was a priority one for government action and that action was two years in the making by January of 1969. All of the agencies

involved -- and the private groups as well -- worked hard and closely on the project and thus had invested much time, effort, and morale. The agencies had clearly given the industry every opportunity for personal meetings, conciliation, negotiation, revision, and had been in contact with the top executives of the companies.

In short as of January 1969, all eyes, inside the government, in industry, in unions, and in minority communities were on the Department of Defense. A careful groundwork had been laid for the imposition of sanctions and there had been a unanimous agreement among the federal agencies that sanctions were called for. A precedent -- one way or the other -- was in the making, and the viability of the entire federal compliance effort lay in the balance. The memos inside the government reflected this. Assistant Secretary Fitt wrote on January 9:

> The resolution of this compliance case will strongly influence all other efforts in the Textile Project. A comprehensive written plan with Dan River will be an example for the industry.

Deputy Assistant Secretary Moscowitz wrote:

> To upset (DSA's) factual determination would impair the future of the compliance operations and create a justified adverse reaction.

And the Washington Post reported:

> The case is regarded as a precedent-setter and policy test for the Nixon Administration by both industry officials and Government civil rights agencies...Approval or disapproval of the Dan River contract is expected to set the pattern for the industry and, perhaps, for all contract compliance decisions by the Nixon Administration.

The Times said:

> In some respects the issue is even more significant than school integration. It is an issue on which all the Negro and civil rights groups are united...

And so, that was the posture of things on January 20 when the new Administration took office. What happened next can be divided into four problem areas:

1. The question of non-compliance
2. The alternative courses of action
3. The need for a written plan
4. The need for consultation with the Department of Labor.

1. The Issue of Non-Compliance

In granting the contracts to these three textile companies, Deputy Secretary Packard overruled a finding of non-compliance by the Defense Supply Agency. He rejected the recommendations of his own procurement and civil rights advisors.

The long negotiations I have described provide ample evidence of a clear case of non-compliance.

On August 22, Deputy Assistant Secretary Moskowitz spelled out in a memorandum to DSA:

"The Dan River Mills' proposals are unacceptable as presented."

He stressed further:

"The affirmative action plan that results from these discussions with Dan River Mills is of prime importance."

After more months of negotiations, the Defense Supply Agency reported back:

"The company has submitted its plan for achieving compliance; however, it falls short of being sufficiently specific in its details for implementation."

On January 9, 1969, in a memorandum to the Director of the Defense Supply Agency, Assistant Secretary Fitt indicated remaining deficiencies in the Dan River Mills' proposals, and concluded:

"In the mean time no additional contract awards are to be made to Dan River."

On January 23, Dan River Mills said in a letter to Mr. M.R. Shafer, the Contract Compliance Officer in DSA:

"We are not now prepared to make a final commitment nor to submit language relating to the specific proposals made to us."

J.P. Stevens also refused to comply, and on January 30, Lt. Gen. Hedlund sent a memorandum to the Assistant Secretary of Defense for Manpower and Reserve Affairs concerning these two companies:

"This agency has conducted extensive and prolonged conciliation conferences with both of these companies...Areas of disagreement still remain...

"I have determined, pursuant to paragraph V A - 1e(i) of DoD Directive 1100,11, that Dan River Mills and J.P. Stevens have failed to comply with the provisions of Equal Employment Opportunity Clause contained in the contract... It is recommended that you recommend to the Secretary of Labor that sanctions be imposed against each company."

Lt. Gen. Hedlund made the same finding and recommendation on Burlington after its final plan was submitted.

In a February 5 memorandum to the Secretary of Defense, after analyzing the impact of the Equal Opportunity program on textile procurement, Lt. Gen. Hedlund recommended that these three companies be passed over on the immediate contract.

On February 4, Deputy Assistant Secretary Moskowitz recommended to the Acting Assistant Secretary:

"I would proceed with a finding of non-compliance, notice of intent to find ineligible for future contracts and the opportunities for a hearing."

He reiterated this recommendation in a memorandum to Packard himself, in which he said that approval of the compliance plans "would not be consonant with the facts." He said in that memorandum: "The DSA requests were appropriate and what was required for the achievement of compliance by the companies."

Notwithstanding all of these adverse findings and recommendations, Deputy Secretary Packard chose to ignore the finding of non-compliance by DSA and the recommendations of his Equal Employment Opportunity Advisors.

2. Packard's Options

Several reasonable options, other than overruling the DSA finding, were open to Deputy Secretary Packard, as evident by the recommendations made to him.

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-- Continue further negotiations, delaying award of the contract until the matter was resolved one way or the other;

-- In the absence of an acceptable written plan, pass over these three companies and award the immediate contract to the next lowest acceptable bidders;

-- Pass over the companies, give notice of debarment from future contracts, and afford opportunity for a hearing;

-- Pass over the companies, and ask Department of Labor to initiate procedures leading to sanctions.

I might add that it was clear that an immediate, incompletely considered decision was not necessary, and that Mr. Packard had time for further consideration and negotiation before taking so drastic a step as overruling DSA and his EEO officers. Packard's own procurement officer, Assistant Secretary for Installations and Logistics Barry J. Shillito, was one of many to advise that "a week or two delay beyond this date (February 10) would be acceptable." Instead, Packard actually moved the decision date forward by three days.

3. Need for Assurances in Writing

Yesterday, Mr. Bierman, OFCC's Chief Compliance Officer, and Mr. Moscowitz, Deputy Assistant Secretary of Defense for Civil Rights and Industrial Relations, stressed again and again the absolute necessity that any federal government contractor's affirmative action plan be in writing.

A written assurance prevents any present or future misunderstandings between the government and the contractor. It provides an instant frame of reference for further negotiations if any defects appear in the assurances as given. A written plan in itself stands as a declaration of the contractor's equal employment policy, and can be incorporated by reference into the contract. Finally, and perhaps most importantly, if the contractor should in any matter stray from his assurances, only if they are written can the government confidently enforce those assurances.

These policy reasons are important, but they are not the only reasons that an affirmative action plan must be in writing. The regulations promulgated by the Office of Federal Contract Compliance (Sections 60-120 and 60-140) both of which were placed in the record yesterday, clearly provide that before a contractor can be found to be in compliance with the order, "it must make a specific commitment, in writing," to correct any deficiencies. The commitment must include the precise action to be taken and dates for completion. These regulations were issued under the direct authority of Executive Order 11246 and provide the legal boundaries within which any governmental action can be taken.

A Defense Procurement Circular [illegible] 67, issu[illegible] n January 31 of this year -- j[illegible] seven days before c[illegible]ntract[illegible]re awa[illegible] the three textile firms we are co[illegible]rned with in [illegible]hese h[illegible]rings [illegible] contai[illegible]ific revisions to the Armed Se[illegible]es Procurem[illegible] Regul[illegible]ions. [illegible]is circ[illegible] points out that among the "maj[illegible] changes in the regul[illegible]ions is the following: "con[illegible]ctors are required [illegible] ection 12-815 to develop and maintain a written a[illegible]rmative action compliance [illegible]ogram for each of their establishments." Two sect[illegible]s of these regulatio[illegible] taken almost verbatim from the OFCC Regulations [illegible]oted above. In additi[illegible] Defense Supply Agency booklet publiched in Novem[illegible] of 1968 -- a booklet s[illegible] each firm doing business with the federal gover[illegible]t [illegible] states the requi[illegible] that the company equal employment policy exists [illegible]ting in precise t[illegible]

Surely these regulations have the force of law in the Executive Branch and provide a clear mandate that affirmative action plans, even when agreed to among gentlemen, must be in writing.

Even if we go back a few years, we find emphasis on the desirability of putting every compliance assurance in writing. Mr. Bierman who testified yesterday, wrote to the Defense Department's Director of Equal Employment Opportunity Policy on August 28, 1967, that to be in compliance, a government contractor "must make a specific commitment, in writing." And if we bring this matter up to date -- to January 9 of this year -- we find a memorandum from the Assistant

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Secretary of Defense for Manpower and Reserve Affairs observing that "a comprehensive written plan with Dan River will be an example for the industry." It is inconceivable to me that in the face of two sets of regulations, such specific correspondence, and the employment histories of the three textile firms involved, anything less than a precise written assurance would be accepted as a basis on which multimillion dollar contracts would be awarded. And it is just not fair to the thousands of other contractors who filed written plans that these companies would be given special treatment. Moreover the Administration's attempt to gloss over this entire issue completely is almost as astounding. For in an opinion letter from the Office of Legal Counsel to Secretary Shultz at the end of February not a single line was addressed to the question whether the Deputy Secretary of Defense acted within the law when he accepted vague oral assurances instead of precise written ones from the three textile firms.

4. Responsibility of DoD to Consult with Labor Department

Both the Executive Order and the OFCC regulations make clear that the Department of Labor plays a central role in all federal contract compliance policies. The E.O. says "the Secretary of Labor shall be responsible for the administration" of the federal contract compliance provisions. And the OFCC regs require prior submission of all other agencies regs and orders for prior approval of OFCC.

From the inception of the special textile program in 1967, the Office of Federal Contract Compliance in the Department of Labor has been in a key position. OFCC has been in constant contact with the Department of Defense in attempting to bring the textile mills into compliance. During 1967 and 1968 a number of letters passed between DoD and OFCC reaffirming the need for joint approval of decisions in the textile program. And this past Wednesday the Senior contract compliance officer from OFCC participated in the negotiations that resulted in approval of Burlington Mills' written affirmative action program.

With this background it would be most surprising if contracts were awarded to non-complying textile mills without the approval -- in fact without the knowledge -- of the Office of Federal Contract Compliance. Yet this is exactly what happened. On February 6, 1969, the Acting Director of the OFCC wrote the Deputy Secretary of Defense and stressed the importance of the textile program. He also volunteered the sanction power of OFCC in dealing with non-complying companies. Yet this same man, the Director of government-wide efforts in the contract compliance field, was to learn of the award of three textile contracts only after the fact through the news media.

In fact a number of memoranda sent to Mr. Packard advised him that consultation with Secretary Shultz would be in order. Yet the Secretary of Labor was apparently consulted only at the last moment, before the companies were called together and awarded the contracts. The following day, February 8, Mr. Packard circulated a memorandum to various offices -- including Mr. Shultz's -- stating that " the contractors involved have assured me they will take further actions in connection with the problems involved."

This February 8 memorandum relayed no specifics, and, as if it never existed, Secretary Shultz wrote Deputy Secretary Packard on February 12, 1969, as follows:

> As of the last meeting at which OFCC participated, following a number of conferences with top officials of firms involved, it was agreed by DoD and Labor that the contractors were not in compliance with the Executive Order. On February 7 you informed me that you had met with the top officials of these firms and had satisfied yourself that they had taken affirmative action in respect to both their employment and company housing policies. In view of our continuing interest in this matter, and in accordance with various provisions of the rules and regulations of EO 11246, would you please send me a full report of the assurances the companies have given you and the steps they have taken which will put them into compliance with the Executive Order.

Mr. Packard's reply of the next day outlined deficiencies found by DSA in the three companies' plans and concluded that the mill officials "have assured me that their companies will implement affirmative actions plans to achieve the results contemplated under the Executive Order." In orher words, Mr. Packard's

reply specified no precise assurances given by the companies.

Secretary Shultz was apparently unconvinced of the validity of Mr. Packard's action, for he then requested from the Justice Department an opinion on its legality. On March 5, following the receipt of that opinion, which I have mentioned previously, the OFCC and DoD agreed on a format for following through on the Packard agreement, and Secretary Shultz released a statement that he intended to see that the contractors comply with the regulations against discrimination and take appropriate affirmative action. That was interesting, but it reflected the fact that for most of a month he had been in the dark as to what was unfolding in his domain.

I want to say one word about the broader context of the questions we are raising in this hearing. This committee is interested in the enforcement of equal opportunity in employment by federal government contractors because the law requires it. But the law does not require it only for the benefit of our black citizens or other minority groups. The ability of people to find work is central to all our hopes for preserving peace in our cities, for cutting down the welfare rolls, and for our other domestic priorities. When the McCone Commission investigated the riots in Watts, it found the number one cause was lack of jobs. This was also the case with riots examined all over the country. When we look at our growing welfare burden, it is obvious that the best solution is to help people get off welfare and give them work. If a man wants a job and is qualified for it, but cannot get it because he is discriminated against, I do not see how we can ask him to be satisfied with his community. I do not see how we can ask him to be a peaceful and contented citizen if he cannot feed his family. If our minority citizens feel the federal law is not being enforced, this can result in grave problems for all of us. But if the citizens know that the laws concerning equal opportunity in employment are being enforced, this will be very important toward reducing racial tension in this country. That is why this area of inquiry is so very important.

TESTIMONY OF JOHN A. VOLPE, SECRETARY OF TRANSPORTATION, BEFORE THE SUBCOMMITTEE ON ADMINISTRATIVE PROCEDURE AND PRACTICE OF THE SENATE COMMITTEE ON THE JUDICIARY, MARCH 28, 1969

I am pleased to appear before the Subcommittee this morning. I understand that the committee is examining the Department's broadened equal employment opportunity program for Federally assisted highway construction contracts. I welcome this opportunity to clarify any misunderstandings which may have arisen in regard to the program. I hope to make it unmistakably clear that the Department intends to take all necessary steps to assure that people will be employed and upgraded in Federal highway programs without regard to their race, religion, sex, color, or national origin.

Our new program, which was established by the issuance of Federal Highway Administration Order 7-2(1) on March 17, 1969, is designed to get results in equal employment opportunity in the highway construction field. It has these important features:

1. It extends equal opportunity requirements from 30% to virtually 100% of Federally assisted highway construction contracts and subcontracts.

2. It places specific and understandable--and for that reason enforceable--responsibilities on the contractors who must bring about the equality in job opportunities this program demands.

3. It responds affirmatively to the concerns of the Chairmen and ranking minority members of the Public Works

Committees of the House and Senate, who have legislative oversight over the Federal-aid Highway Program and who seven months ago drafted the equal opportunity provision we are carrying out.

4. It is flexible and will meet specific problems in cases as they arise and tie in with special Government-wide programs of the Office of Federal Contract Compliance.

I believe very firmly that this is an effective program to achieve the result we all seek--significantly increased equal employment opportunity in highway construction. My conviction is that equal employment opportunity must be achieved here and now--a conviction well known, of long standing, and proven in my actions as Governor of Massachusetts. I am convinced that our new program strengthens my Department's capability to achieve results. I say this based on my knowledge of how to get things done in the construction field as well as in Government. I have never built a highway and have never been a highway contractor. But I do know construction, and I do know the problems of achieving equal opportunity, and I do believe we are now on the right road to solving them in the highway field.

Equal employment opportunity obligations for all Federally assisted construction are established in a contract clause required by Executive Order 11246. This clause requires that contractors and subcontractors take "affirmative action" to assure nondiscrimination in employment. To implement the affirmative action requirement has been and is the goal of all our endeavors.

At the request of the Office of Federal Contract Compliance, the Department of Transportation last year endeavored to negotiate a definitive affirmative action plan with each low bidder for highway contracts in Cleveland and Philadelphia. The thought was to tailor equal employment opportunity requirements to fit each low bidder and thereby give content to the words "affirmative action."

This procedure had two unfortunate side effects. First, bidders were required to establish their price before they knew the extent of their contract EEO obligations. Second, they could walk out of any improvident bid merely by refusing to agree to an affirmative action plan satisfactory to the Government. Thus, pre-award negotiation undermined the competitive bidding system. Attempting to carry it out held up highway construction in Ohio and in Pennsylvania. The Comptroller General ruled in response to an inquiry from Congressman Cramer that such pre-award negotiation was inconsistent with competitive bidding requirements in Federal-aid highway legislation. Congress emphasized the need for following sound competitive bidding principles while at the same time establishing a statutory requirement for equal employment opportunity obligations in Federal highway construction by enactment of section 22 of the Federal-aid Highway Act of 1968.

To implement this statutory mandate and to avoid the procurement problems coming from negotiation with the low bidder, the Federal Highway Administration, in its Interim Order 7-2, required "prequalification" of bidders for Federally assisted construction contracts and subcontracts of $500,000 or more. Prequalification was to be obtained by the annual submission of a satisfactory prequalification statement setting forth the company's affirmative action program in response to certain designated requirements and criteria. The prequalification statement was to be incorporated into each Federal-aid highway construction contract and subcontract expected to be $500,000 or more which the contractor obtained in the State for which he was being prequalified. The Order thus provided for the particularization of the affirmative action obligations of the individual contractor before bids were opened. This, in theory, avoided the problems with the competitive bidding system.

The great advantage expected from prequalification was that the contractor himself would tailor his equal employment opportunity program to his individual circumstances. Unfortunately, there were many difficulties in administering the system. Fairness in competitive bidding could be defeated by the failure to treat similarly situated contractors alike.

It quickly became evident that evenhanded application of the necessarily indefinite standards in the Order to a specific

affirmative action plan was exceedingly difficult. Different equal employment opportunity standards were imposed by the various States and by Federal reviewing officials. Individuals differed in their reading of the Order. Consequently, they attempted to impose differing requirements. In some cases, the identical program would be accepted in one instance and rejected in another. Though unintended, severe administrative burdens were in fact imposed upon the States, the contractors, and on the Department.

Protests from State officials, contractors and others prompted the Subcommittee on Roads to call hearings in January 1969. These hearings convincingly demonstrated to us that these problems were real and had to be solved. On the basis of these hearings, the Chairman and the Ranking Minority Member of the Senate Committee on Public Works concluded on behalf of the Committee that "Interim Order 7-2 runs contrary to the statutory requirements of section 22 of the Federal-Aid Highway Act of 1968." The Chairman and the Ranking Minority Member of the House Committee on Public Works similarly indicated in correspondence to me:

> "It is obvious that if both the highway program and the equal employment opportunity program are to proceed in a smooth and orderly fashion, more specific and reasonable Federal requirements must be substituted for those presently in effect. We urge you to look into this matter at the earliest possible time. We hope you will consider withdrawing Federal Administration Order Interim 7-2 and substituting clear and specific requirements to be set forth in the advertised specifications as required by section 22 of the Federal-Aid Highway Act of 1968."

In the light of this criticism and because of my own commitment to equal employment opportunity, we decided to act quickly to develop equal employment opportunity coverage which would achieve greater results than could be obtained under the prior Order and would at the same time eliminate many of the administrative problems and misunderstandings that the prior Order had generated.

I believe that we have accomplished this.

1. We have made the program applicable to all construction contracts and to all subcontracts of $10,000 or more instead of the $500,000 level which the prior Order called for. This has broadened the coverage from some 30% of Federally-aided highway construction contracts to almost 100% of Federally-aided highway construction contracts. To me, this significantly broadened coverage makes much more meaningful the Department's commitment to assure nondiscrimination in all highway construction.

2. We have substituted standard equal employment opportunity requirements for what had been differing requirements to be submitted by each contractor. The standard provisions permit timely appraisal to every bidder as to what is expected of him and will result in fair and uniform treatment of all contractors. There can be no complaints by a contractor that he is being asked to do more

than another or that he does not know what he is being required to do.

3. We have made the contract requirements explicit and definite so that they can be enforced. Where matters are not within the contractor's control, we require him to work toward goals; where they are within his control, we require him to accomplish the task.

To make these regulations effective for the current construction season, we had to move quickly. We did not have time for extended debate over all of the provisions of the Order because bids must be invited soon for the 1969 construction season. At the same time, we felt it necessary to consider all views on the subject and on the necessity for change. We were very fortunate in being able to draw upon the recent hearings of the Senate Subcommittee on Roads which heard representatives of the States, of contractors, and of Civil Rights groups on this subject. We obviously could not adopt the suggestions of all. But we did adopt a number of suggestions made by witnesses before the Senate Subcommittee. We adopted contractors' suggestions that the requirements be made specific. We also adopted the suggestion put forward by, among others, Mr. Clarence Mitchell, Director of the Washington Branch of the NAACP, and Legislative Director of the Leadership Conference on Civil Rights, that coverage be extended to all contracts and subcontracts of $10,000 or more.

I want to clarify one point about which there has been some misunderstanding. The special provisions provide a method upon which the contractor or subcontractor may meet the affirmative action requirements for the particular project concerned. They do not constitute the totality of his equal employment obligations. The contractor still must abide by the equal employment clause required by Executive Order and must take affirmative action on all his work regardless of whether it involves the particular contract or not. By defining what the contractor must do in construction work under the particular contract, we have taken a step toward enforcement of equal employment opportunity requirements without relieving the contractor from any requirements that he would otherwise have.

The procedures we followed in developing the Order were substantially the same as those used in developing the original Order 7-2. Both were the product of internal decision making involving the Federal Highway Administration and the Office of the Secretary of Transportation. Engineers, equal employment officials, lawyers and administrators were involved in the development of both Orders.

In the case of 7-2, the Highway Administration consulted with several State highway officials and representatives of the construction industry. In the case of Order 7-2(1), we consulted with the American Association of State Highway Officials,

the American Road Builders Association, and the Associated General Contractors of America. We benefited as I have indicated from the testimony before the Senate Road Subcommittee, including that from the minority group representative. Finally, in the case of Order 7-2(1), to assure that we had an effective and meaningful equal opportunity program, we sought OFCC counsel and approval.

Such procedures have been traditionally followed by the FHWA in issuing orders affecting the highway program. The procedure is fully consistent with the Administrative Procedure Act which exempts from the requirements of formal rulemaking "a matter relating . . . to public property, loans, grants, benefits or contracts."

I believe that the procedures we used in preparing 7-2(1) were appropriate in view of the subject matter of the changes made to 7-2. These changes were basically changes in the procurement procedure for obtaining equal employment opportunity and not changes in the substance of those obligations. We did broaden the coverage of the regulation substantially but I felt that this was so important and so unquestionably needed that I did not believe any formal rulemaking procedure would be appropriate.

I recognize that FHWA Order 7-2(1) is not necessarily perfect. It is obviously subject to improvement. Anthing can be improved. However, while we consider possible improvement,

and I invite your suggestions on this, I feel most strongly that we should have a basically sound interim policy. It is important that we act now and not delay a good policy in the hopes that we may be able to develop a better one later. If and when a better policy emerges, we will substitute it.

Before I conclude, I would like to call your attention to some of the other actions which I have taken during my brief tenure to assure equal opportunity not only in the area of highway construction but in all activities of the Department of Transportation and, indeed, in other activities of the Executive Branch. I can assure you that the time and attention which I and the top staff of the DOT have devoted to equal opportunity has been as great as the time devoted to any other single matter including the SST, urban mass transportation, and airways congestion.

On February 13, less than a month after I took office I was given, at my request, an in-depth briefing on all aspects of the DOT equal opportunity program. I have had staff meetings and individual meetings on equal opportunity and have established a special ad hoc recruiting team in my immediate office to conduct a talent search for qualified minority candidates for policy level positions throughout DOT. Next Wednesday, April 2, I will preside over a meeting of top Washington and field officials of DOT. Included will be the heads of each of the six operating

Administrations of DOT as well as our top field officials such as the Regional Directors of the FRA, the FHWA, and the FAA and the District Commanders of the U. S. Coast Guard. This conference will deal solely with the need for increased action to achieve positive equal opportunity results in all our programs, whether they involve aviation, railroads, urban transportation, waterways or highway activities. Each Administrator will give me a report on the specific equal opportunity activities of his Administration and the results achieved since former Secretary Boyd's first conference on this topic last October.

I have taken organizational steps to achieve equal opportunity results. High level positions are being established within each Administration to carry out equal opportunity programs. In the Highway Administration, this position has been given to a highly knowledgeable civil rights specialist, Alexander D. Gaither. In addition, an equal opportunity officer is being designated in every one of FHWA's fifty division offices, located in every State in the Union. These equal opportunity officers will be responsible for enforcement of the special provisions which I have discussed today. Working with them will be FHWA's 400 Area Engineers throughout the country. These Area Engineers, during their monthly inspections of Federal-aid highway construction projects will pay special attention to the equal opportunity performance of contractors and subcontractors.

I believe that this will assure enforcement of our new equal opportunity provisions.

The commitment to equal employment opportunity that we have in DOT is truly a Government-wide commitment. With the President's permission, on February 25, I addressed the Urban Affairs Council on the subject of equal opportunity in DOT using our experience as an example of how an agency can meet the equal employment opportunity problems which face our Government.

On March 11, I recommended the establishment of a special subcommittee on equal opportunity to the President's Urban Affairs Council. I am informed that this recommendation has received tentative approval.

I can assure you that this Administration and the Department of Transportation, in particular, will work vigilantly toward the goal of equal employment opportunity for all.

Now, Mr. Chairman, I would be happy to answer any questions which you or the members of the Subcommittee may have.

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Subcommittee on Administrative
Practice and Procedure -
Senate Judiciary Committee

STATEMENT OF DEPUTY SECRETARY OF DEFENSE
DAVID PACKARD BEFORE THE SUBCOMMITTEE ON
ADMINISTRATIVE PRACTICE AND PROCEDURE OF
SENATE JUDICIARY COMMITTEE
FRIDAY, MARCH 28, 1969

I appreciate the opportunity to come before this Subcommittee and describe the Defense Department actions to secure prompt and improved equal-opportunity employment by the three major textile suppliers.

First, however, I want to say how pleased I am to see that one of the companies, Burlington Mills, has signed an "Affirmative Action Program and Reporting Procedure" agreement with the Defense Supply Agency laying out new steps toward equal-opportunity hiring. The agreement was reached Wednesday. This is a firm step, pointed toward the sort of results I have been seeking, and I believe it will be helpful in making progress with other companies.

When I entered the Defense Department in January, I found that the government had been virtually deadlocked with three companies on the issue of equal-opportunity employment since last August. In fact, there had been little discernible progress in achieving a satisfactory written agreement with them for almost two years. At the same time, statistics for the industry indicated that the percentage of non-white employment had been increasing substantially during this period. Jobs and opportunities for advancement were not where they should be, but there was some progress in the right direction.

After reviewing the record, I became convinced that we had to establish top-level contact with these companies in order to break the jam. New affirmative actions were essential. The old approaches just weren't making progress. My study of the issues confirmed that any action should meet these criteria:

1. It should have the strongest possible endorsement of the chief executive officer of each company.
2. It should, of course, be within the law and the pertinent Executive Order
3. It should identify problem areas that reflect specific past failures to meet the objectives of equal employment, and include a plan for solving these problems.
4. It should maintain the necessary delivery of textiles to the armed forces, particularly that material necessary for the pipelines to Southeast Asia.

For a practical approach, I leaned on my own experience and own involvement in equal-opportunity hiring before coming to the Defense Department. I had in mind certain examples of solid progress in the mid-peninsula area of California.

For instance, I organized an "Urban Coalition" program that sought and found jobs for minority people in the area. I was co-chairman

with one of the Black Power leaders of the Bay Area. We found through experience that by working together with the top executives of a company we could make the maximum progress. We found that without exception the top executives were anxious to get behind the movement once they learned the importance of what we were trying to do. We found -- just as one example -- 700 jobs for minority youngsters in our area last summer. Virtually every one of the youngsters in the area who wanted a job had the opportunity.

Last fall there was a great need for jobs for minority-group students at San Mateo Junior College. We worked directly with company heads and produced the jobs in a matter of hours.

Again, some of the students at San Mateo were headed for a serious confrontation with the college. I went directly to the trustees and got prompt action to resolve the issues.

In my own company, I found a certain concern and resentment among some of the employees over efforts to introduce equal-opportunity employment. I found, however, that when everyone understood that the top executive was behind the program we could get solid progress. Many employees volunteered to help both inside and outside the company. For instance, one employee developed a "counterpart" program which matched white and black leaders in individual efforts

to improve conditions in the black community. He was assigned to spend full time on this project, and his work has resulted in real progress.

The lesson of my experience is that one can move ahead at the fastest pace on these employment issues when one enlists the cooperation and personal backing of the top executives of a company. I believe that this is the best way to achieve what we are working for.

I asked my advisers in the Defense Department if it would be legal and proper for me to talk directly with the presidents of the three textile mills and try to get them personally behind the move toward equal-opportunity. They assured me that this was a proper and feasible course of action.

Secretary of Labor Shultz also agreed that this would be an appropriate, proper, and most productive approach.

I called the presidents of all three companies. They said they were interested in working to provide more jobs — and better opportunities for the disadvantaged people in their communities. I explained clearly what was involved -- that we both had a job to do.

They assured me that they would take affirmative action to improve equal-opportunity employment, and agreed to submit quarterly reports to me to show the progress they were making. The first report is due on April 30.

Now, you may ask what we will do if the quarterly reports show no progress. I believe that the new agreement with Burlington shows that progress is being made. But if progress does not continue, then we can take one of the other routes open to us under the law and the Executive Order.

I am confident, however, that the path we have chosen is the one that gives us the best chance to meet equal-opportunity goals and to ensure that the textiles needed for our defense will continue to be produced on time and at the lowest possible cost.

End

STATEMENT OF SECRETARY OF LABOR GEORGE P. SHULTZ

BEFORE THE

SENATE JUDICIARY SUBCOMMITTEE ON ADMINISTRATIVE PROCEDURES AND PRACTICES

March 28, 1969

The issues of race and employment are of top priority in American society today. We in the Department of Labor find satisfaction in our opportunity to play a part in resolving these issues. We can do so in many ways, but one of the most important of these is the work of the Office of Federal Contract Compliance.

I welcome the interest of this Committee in the activities of the OFCC. Your interest affords us an opportunity to set forth our part in recent textile and transportation cases and also our plans for the work of this important agency.

In reference to your letter of March 19, I want you to know that we too value "the regularity, fairness and effectiveness of the practices and procedures of federal agencies in administering the laws passed by Congress" as

well as Executive Orders, and I join you in the confidence that the Subcommittee's hearing will contribute to these goals.

The Transportation and Textile Cases

Transportation

The procedure on this subject as issued by the former highway administrator in October 1968 called for all highway contractors to agree in advance of contract award to take a series of what were called "affirmative" actions.

In the opinion of OFCC these actions did not commit contractors to the achievement of tangible results. The procedures involved elaborate paperwork and resulted in serious administrative delays. Importantly, the then DOT officials did not discuss them with or get approval from OFCC before issuance. This was unfortunate because the effect of the procedure was to circumvent cooperation by the Federal Highway Administration in OFCC's "area" programs. These area programs, which provide for comprehensive affirmative action on a wide geographic or

multi-employer basis, have been carefully worked out over time by OFCC and are considered a significant compliance advance.

Recognizing the defects of the former procedure, current DOT officials endeavored to devise an improved procedure. In this new procedure certain basic affirmative actions will be required of the contractor as part of contract specifications. In addition, such contracts are, by their specific terms, "open ended" in order to provide a basis for inclusion of OFCC Area programs. Finally, the prior procedure applied only to contracts in excess of $500,000 while the new procedure covered all in excess of $10,000.

In contrast to the earlier circumstance, current DOT officials worked directly with OFCC in devising the new procedure. They made modifications of the procedure at OFCC's suggestion and did not proceed until OFCC had given its approval.

In summary, two points should be made. OFCC considers the new procedure to be stronger than the one

it replaced. And the procedure had the full advance approval of OFCC as the earlier one did not.

Textiles

These cases have a lengthy history. I will try to summarize the essential elements.

As far back as 1967 OFCC became aware of deficiencies in textile industry compliance programs. Throughout 1968 compliance reviews and conciliation sessions were conducted at each of three mills: Burlington Industries, J. P. Stevens and Dan River Mills. During this period, various affirmative action programs were proposed by the mills, reviewed by government officials, and found to have deficiencies. These deficiencies involved job standards, minority group upgrading procedures, timetables for achievement, and integration of company-owned housing.

Realizing that many months of conciliation at staff levels had not produced an acceptable solution, DOD Deputy Secretary Packard met in early February with the chief executives of the three firms. In this meeting he obtained a verbal commitment from these executives that

their companies would be brought into full compliance status. At the same time he received a commitment to supply quarterly reports for use in assessing compliance progress.

Upon being informed of these developments, we took a series of actions. First, top officials of DOD and the Department of Labor, including the Secretary of each Department, met and agreed on several things. First, a written procedure was developed to insure full coordination and exchange of information between the two agencies in any future circumstances when contractor compliance should come into serious question.

Second, we agreed upon the joint development by staff levels of DOD and OFCC of a reporting questionnaire for the mills.

Third, we agreed that top officials of the two Departments would meet with chief executives of the mills to obtain their concurrence in a schedule for working out a fully complying affirmative action program and for placing in effect the quarterly reporting requirement.

These meetings with chief executives of each of the mills were held and their objectives achieved.

Further, earlier this week joint meetings with one of the three companies, Burlington Industries, were concluded with an agreement on an affirmative action program that will place that company in full compliance. Agreement was also concluded with regard to the required reporting procedure. OFCC participated in these meetings and approved these agreements. Early meetings have now been scheduled with the other two companies designed to produce similar agreements -- and, what is more to the point, to produce results in the work place.

Certain things may be inferred from this series of events. While the procedure followed may be questioned in terms of tradition, it cannot be equally questioned in terms of results. We believe that overall improved employment opportunity is the end objective of an effective compliance program. The least that can be said of the procedure followed here is that it ended months of inconclusive inaction. Perhaps it more properly can be said

to provide a springboard for major improvement in equal employment opportunity throughout the textile industry.

At the same time, and I wish to emphasize this point, we regard this procedure as exceptional and in no way a precedent for pre-award negotiations.

Some Administrative Actions

It is our purpose more generally to strengthen the OFCC and to that end some administrative decisions have already been made.

The Office has been without a director since June 6, 1968. Since January 20, I have assigned the administration of the agency on an interim basis to the second ranking officer of the Department, Under Secretary James D. Hodgson.

We have decided to upgrade the position of OFCC Director from a GS-17 to an 18, the topmost general schedule salary rating.

Furthermore, we are taking the OFCC from its lonely isolation and making it a part of the organization headed by the Assistant Secretary for Wage and Labor Standards,

with the OFCC Director also designated as Deputy Assistant Secretary for Contract Compliance.

We believe this transfer will facilitate enforcement procedures. Organizational resources of the Wage and Labor Standards Division will be readily available. Thus, the manpower, information and experience of the investigation branches in Washington and in the field will become resources more readily available to the OFCC.

At the same time, we intend to maintain a close relationship between the Director of OFCC and the Office of the Secretary.

We are improving the working relationship between OFCC and the contracting agencies. With respect to Defense, we now have a written procedure for joint action at the staff level. Where compliance seems particularly difficult and the staff of one department, or both, feel that sanctions are called for, the case will go to the executive level of both departments for joint disposition.

These are explicit actions already taken, and we intend to move vigorously with further actions in the

future. Now that the job of Director is strongly positioned in the Department and upgraded in salary and rank, we can effectively recruit a man of top qualifications for this job.

We are also at work to improve the joint effectiveness of the equal employment opportunity activities of the three Federal organizations engaged in this subject -- OFCC, the Equal Employment Opportunity Commission and the Justice Department.

This will be accomplished by devising procedures for improved sharing of information, better coordination of investigative and reporting activities and the elimination of duplication or overlapping inspection and investigation. We intend that each of these three organizations will assign one staff person to work toward these objectives.

Administrative Strategy for OFCC

I turn now to the broader task of outlining some ideas about an administrative strategy for OFCC. A sound strategy must contain a variety of ways of going forward

to insure contract compliance. It must be result-oriented -- and the result we seek is equal employment opportunity. Many intermediate steps can exist between the extremes of no action and of contract cancellation, and it is around these administrative opportunities that my following remarks are organized. I will speak about support, evaluation, coordination, and compliance.

Support:

At the present time the various contracting agencies have about 150 full-time and about 200 part-time contract compliance officers (CCO's) in the field. These men call on contractors, analyze employment practices, complete compliance reports and, in general, attempt to eliminate the presence as well as the effect of discrimination through their conciliation efforts. The effectiveness, actual and potential, of this "corps of catalysts" has not been fully appreciated.

By virtue of their on-site investigations they are in a position to discern the existence of a variety of practices that have the effect of denying minorities their

full employment opportunities. For example, a requirement that all new employees possess a high school diploma or a program that selects management trainees from one category of employees. A category which may have previously excluded minority groups might on examination turn out to be discriminatory arrangements. Quite often a company is unaware of the dimensions of institutional discrimination until their practices are analyzed and reviewed with them by a compliance officer.

It should be noted that this on-site activity represents a distinctive feature of the contract compliance program. No other government agency examines the employment practices of a company without first filing a charge. The exploratory work of the contract compliance officers, which is made possible by the right of access to the premises of suppliers to the Government, is an important feature of the contract compliance program and one that must be supported and strengthened.

Here is an example of possible supporting activity:

Statistical analysis might be made, using existing data, that makes it possible for the CCO's to understand more fully the employment practices of government contractors. A starting point would be the presentation of data on minority employment patterns analyzed by contract compliance agency, by industry, and by region. In such a presentation it would be important to keep trace of both the extent of overall participation and the general profile of occupational attainment for the different minority groups.

These summary statistics would make it easier for a CCO to decide which particular establishments require intensive investigation. Certainly, such numbers only serve as background information -- they do not in any way identify discrimination. Yet, they can aid the CCO in the efficient utilization of his time.

Most of the information mentioned above is available through the different reporting programs of the EEOC. But it has not been processed in a way that would support the efforts of the CCO's in the field. In conjunction with EEOC, it should be possible to shorten the time interval between the collection and the dissemination of minority employment information, and, via modern computer tabulation techniques, to present these data in cogent form.

Several other activities may be envisioned in the support area. Our understanding of what constitutes discrimination is increasing rapidly, through the efforts of CCO's as well as through the investigations of EEOC and the cases processed by the Department of Justice. To bring this understanding to the field, it is important to inform and to train CCO's through policy statements and educational programs. Much of this can be done by

the contracting agencies, but OFCC can provide impetus and assistance for such efforts.

Evaluation:

OFCC also must develop ways to exercise a continuing audit over the contracting agencies and their programs. It is here that the techniques of systems analysis may be relevant. Which agencies have achieved the best results? Which programs have had the most impact? These are the questions which OFCC as the nerve center should be able to answer. The methodology for carrying out this function might encompass activities such as these:

-- Analysis of minority representation patterns and their causes over time for the different contracting agencies. The data input from EEOC would be much the same as for the support function except in this instance more attention would be paid to a comparative analysis of results and of agency programs.

-- Periodic on-site investigations by OFCC personnel. The most effective audit is to

look at a given set of employment practices with a different set of eyes. Such a program of selective investigation by OFCC would also give OFCC a much clearer picture of the problems.

Due to the small size of the OFCC operation, such audits would have to be chosen carefully, but a sufficient number could be scheduled to perform the evaluation function effectively.

As part of its continuing responsibility to approve agency rules and programs relating to contract compliance, OFCC has asked all agencies to submit their programs by April 30. OFCC will then be in a position to achieve consistency, establish priorities and identify target areas for emphasis by the agencies.

Coordination:

A third and quite important function for OFCC is the coordination of the efforts of the various contracting agencies. Decisions will have to be made about which agency assumes responsibility for the compliance program for a particular contractor. Such assignments are essential to avoid duplication. But such assignments also have to reflect considerations of industry and geographical expertise which the agencies possess in varying degrees. Currently, OFCC is attempting reorganization of agency responsibility along industry lines and consolidation of the assignments, which may reduce sharply the number of agencies that OFCC coordinates.

Even after contractors have been assigned to the various Government agencies, considerable coordination is still required to insure that the best results are obtained from the separate but related efforts of the different CCO's. The need for this concerted effort is especially pronounced at the local level. It is here that OFCC may be able to play a cross-cutting role and increase the effectiveness of this Program.

In carrying out its coordination function several other opportunities are offered to OFCC:

- By virtue of its role as a supplier of information about problem areas and as an evaluator of progress, OFCC is in a position to inform other government departments about the necessary program inputs which would produce significant breakthroughs. For example, if physical accessibility to jobs appears to be an acute problem in a particular city, then the Department of Transportation can be informed and may be able to develop improved transit facilities. Similarly so for basic vocational education and HEW. And especially so, and closer to home, for hiring the hard core, expanding apprenticeship opportunities for minorities, and upgrading the underutilized -- all of these important program areas of the Department of Labor should respond to an OFCC list of priorities.

Compliance:

In most cases, the direct work of the agencies through their CCO's, with the support, evaluation and coordination of OFCC, will produce satisfactory compliance. However, we know from past experience that some employers, for a variety of reasons, will remain for a time at least in a state of

non-compliance. In such a case, we have to proceed in an intelligent and yet insistent fashion to achieve full compliance. While no general plan can be prescribed, several steps are available:

(1) Intensive conciliation by the CCO involved in the case. The quiet and persistent involvement of CCO's in the difficult process of effecting change in employment arrangements has been a hallmark of the Government's efforts in this field and this crucial step ought to be preserved.

(2) Public Hearings by OFCC. In the event of failure along the conciliation route, it may be desirable to conduct a public hearing. Such a hearing, when properly conducted, can allow all sides to produce appropriate evidence and permit an impartial explanation of employment practices. As a practical matter, the pressure generated by such a public forum often facilitates change by overcoming apathy and placing reluctant factions in a difficult position.

(3) Pre-award pressure by the contracting agency. The Government usually has its greatest leverage over the behavior of a contractor during the pre-award period when the terms of trade are being negotiated. This is the time when the agency needs to exercise its strongest determination to achieve compliance.

Time as well as pressure is involved. OFCC should help agencies allow enough time in their contract letting procedures for the negotiation of the social as well as the technical conditions of the contract. As a result of the guidance from OFCC, agencies should be better able to determine how much earlier to begin the contract letting sequence.

(4) Instigation of pattern-type suits by the Civil Rights Division of the U. S. Department of Justice. Under the Civil Rights Act the Attorney General is authorized to enter a suit whenever there is evidence of a pattern of discrimination. If attempts at compliance through conciliation, hearings or pre-contract negotiations are unsuccessful, it may be necessary to invoke more severe

procedures. Two of these are available. A suit by the Department of Justice and a contract cancellation or debarment. As mentioned earlier, OFCC through the on-site work of the CCO's is in a strategic position to document the existence of institutional arrangements which form a pattern of discrimination of the kind envisioned in the "pattern" clause of the Civil Rights Act. Thus far the Attorney General has filed about 40 suits dealing with such employment practices.

(5) Alteration of a contractor's status. The hope and effort should be to see that this stage would not be reached since compliance would have been achieved through conciliation, hearings, or pre-award negotiations. As another option at the point of involving ultimate sanctions, however, OFCC may find it necessary to cancel an existing contract or to debar a contractor from future work until full compliance is achieved.

The aforementioned techniques illustrate the range of possible responses available to OFCC and the contracting agencies. The first three: conciliation,

hearings, and pre-award negotiations emphasize the positive and voluntary approach to compliance. The last two, which normally would not be needed, clearly involve severe sanctions. Generally speaking, a company that became the subject of a pattern suit would not require the application of the contract cancellation sanctions. However, if in the judgement of the contracting agency and/or OFCC all else had failed, OFCC would not hesitate to invoke a change in the contractor's status.

I conclude by emphasizing the results we seek through this and other programs. Success in this effort is not measured by the cancellation or refusal of contracts. Indeed, such action is really a measure of failure. What we want is not a change in contractors but a change in employment conditions so that opportunities for employment in this country are equally open to all.

South Carolina Textile Manufacturers Association

SCTMA

Pres.: J. B. Harris, Jr.; V.-Pres.: John M. Hamrick; Exec. V.-Pres.-Treas.: John K. Cauthen; Assoc. Mgr.: James McAden; Sec.: Julia Kennerly

OFFICES: 900 ASSEMBLY STREET, COLUMBIA, SOUTH CAROLINA 29201 TEL. (803) 252-6315

March 29, 1969

Mr. Mordecai C. Johnson
Attorney at Law
P. O. Box 743
Florence, South Carolina

Dear Mr. Johnson:

I was glad to hear from you. My information about Negroes employed in the textile industry in South Carolina was based upon the official records of the State Commissioner of Labor, the only statistical source of which I am aware which collects such information.

I show below the actual figures from the State Labor Commissioner's report through June 30, 1968, the end of the most recent fiscal year of the state:

	6/30/58	6/30/63	6/30/67	6/30/68
White Male	73,455	75,952	75,519	70,422
White Female	42,231	45,317	48,113	48,479
Non-White Male	5,535	5,919	15,365	17,463
Non-White Female	201	338	4,703	6,179

I also call your attention to the fact that there is a continuing increase in the number of Negroes employed in the industry, and my statement that Negroes now total about 20 per cent of the total employment was based upon the firm belief that since the end of June, 1968, the total would indeed be close to 20 per cent. Up through June, 1968, the number of Negroes represented 17 per cent. I am sure that, when you project the rate of increase which has occurred between 1958 and through 1968, you will agree that in the nine months subsequently, we cannot be far from 20 per cent and may even be slightly above it. It will be early in 1970 before the Labor Commissioner's office gives out the official figures for fiscal year 1968-69. Thus, I cannot "document" the gains since the end of June, 1968, but I do know that more and more Negroes are steadily being brought in the industry.

BOARD OF DIRECTORS: ELECTED: M. L. Cates, Jr. • J. A. Chapman, Jr. • H. W. Close • Charles H. Coggin • W. E. Dunn • W. Gaines Huguley • D. Wellsman Johnson • W. Manning Malloy • E. S. McKissick, Jr. • Roger Milliken • J. C. Self • W. F. Tripp, Jr. **FORMER PRESIDENTS:** George Asnip • W. H. Beattie • F. B. Dent • C. A. Gibson • B. F. Hagood • J. W. Harrell • J. B. Harris, Sr. • W. S. Montgomery • W. S. Nicholson • Robert S. Small • F. A. Townsend • R. M. Vance

When you visited me some time ago, I hoped that you felt that I was trying to be entirely honest with you. If my recollection is correct, I referred you at that time to the State Labor Commissioner's reports for substantiation of the numbers of whites and Negroes, male and female employed in the industry.

The documents of the State Labor Commissioner's office are free to the public and you can obtain copies from the Labor Commissioner if you distrust in any way the figures I have given you in this letter.

You would serve the Negroes much better if you try to face up to official figures, the only ones available of which I am aware, as forthrightly as I have tried to do. We are quite proud of the very large increase in Negro employees in the industry since, at my own personal instigation, I got a ruling from the state Attorney General invalidating an old state law which had prevented the employment of Negroes for many years in most jobs in textile plants.

If you are a reasonable man, as I believed you to be when we talked, you will recognize that prior to the Civil Rights law, our industry had to live under the laws of the state of South Carolina.

Sincerely yours,

John K. Cauthen

John K. Cauthen
Executive Vice-President

BEST COPY AVAILABLE

March 31, 1969

Mordecai C. Johnson
Attorney at Law
P. O. Box 743
Florence, South Carolina

Honorable Clifford Alexander
Chairman
U. S. Equal Employment Opportunity Commission
Washington, D. C.

Dear Mr. Chairman:

As you may know, I was, until recently, Director of TEAM (Textiles: Employment and Advancement for Minorities), a South Carolina project in which your commission was involved. I am still working with TEAM on a part-time basis.

The enclosed news clipping and exchange of correspondence between me and Mr. John Cauthen, Executive Vice President of SCTMA are self-explanatory. In responding to Mr. Cauthen's 3/29/69 letter, I would like to use EEOC research data showing employment by race and by levels in the textile industry of South Carolina based upon your Commission's analysis of EEO - 1 forms.

I am therefore requesting the latest such analysis available to members of the public. I imagine that such an analysis was made by the Commission for 1966 in preparation for the Charlotte Forum in January 1967 and if that too is available to the public, I would like to have that also.

In order that I might promptly respond to Mr. Cauthen's letter, I am requesting of you an expeditious responce to this request.

Sincerely yours,

Mordecai C. Johnson
Attorney at Law

MCJ/gg

cc: TEAM's Board
Mr. Valder
Mr. Black

April 1, 1969

We were unable to Zerox the news clipping from the thermofax copy sent to me by Courtney Siceloff. It can be found in a library.

See the News and Courier February 1, 1969 (Charleston, South Carolina).

PENN COMMUNITY SERVICES, INCORPORATED

ST. HELENA ISLAND

FROGMORE, SOUTH CAROLINA 29920

COURTNEY SICELOFF
DIRECTOR

(803) 524-4337

April 1, 1969

Mr. Mordecai C. Johnson
Attprney At Law
Post Office Box 743
Florence, South Carolina

Dear Mordecai:

At the session we held at Clemson, Mr. Yarborough, Director of the Tri-County TEC School at Pendleton, spoke about the "bad name of TEAM." He attributed this primarily to Pat Flack, whom he said used a calling card with the word "TEAM" and only the AFL-CIO listed on the card. I pressed him whether or not it was the six agencies with only AFL-CIO being the one that stood out in his mind most, but he insisted that only the word "TEAM" and the AFL-CIO were on the card. He said that as Pat Flack went to the textile companies, management reacted very negatively, feeling that he was trying to get a union started.

I wonder if you have ever had an occasion to see one of the cards of Pat Flack. My feeling is that if the card listed the six agencies, that of AFL-CIO stood out most. However, I think it would be worthwhile to write Pat to see if he has any pf the cards left and to get several copies. I would like to respond to Yarborough.

Best regards,

CS

Courtney Siceloff
CS/fm
cc: TEAM members
Bbb Valder

PENN COMMUNITY SERVICES, INCORPORATED

BOX A

FROGMORE, SOUTH CAROLINA

COURTNEY SICELOFF
DIRECTOR

ADMINISTRATION: (803) 524-4337
COMMUNITY DEVELOPMENT: (803) 524-6555

April 1, 1969

Mr. Robert Valder

Charlotte, North Carolina

Dear Bob:

I am enclosing some notes concerning the meeting I had at Clemson on last Wednesday night., As I indicated to you over the phone, the meeting was a disappointment. I do not see in that group individuals who will pursue actively the employment of black people in non-traditional jobs. I hope that I am wrong however, and the committee will become active.

After I talked with you, I saw two members of the Council of Human Relations who were at the meeting and discussed what I felt needed to be done to have an effective committee. Likewise, Paul Matthias felt that he and his assistant, a Mr. Allison, would be able to talk with the Council members and the black student group to see if they might help in getting the committee to be an effective one.

If management ever gets the word that they are going to have to take some affirmative action, I believe the committee could move very effectively. Textiles provide, apparently, considerable scholarship money to Clemson, so that if management were disposed they could assist black young people in training for the industry.

I have left some report forms but am not sure they will be utilized, since they apparently want to feel their independence of TEAM. Of course, if I hear of anything from the committee I will be in touch with you. Should you be getting into Clemson, you might want to contact one of the members of the committee.

Best regards,

Courtney Siceloff
CS/fm
cc: Members of TEAM
Mordecai Johnson
Encl.

April 2, 1969

Mr. John Stanley Alexander
c/o Dr. Emory Via
Southern Regional Council
5 Forsyth Street
Atlanta, Georgia 30303

Dear Mr. Alexander:

I have both of your letters relative to meeting with me sometime. I'm looking forward to that. Please try to contact me when you are in Charlotte.

If I am in Atlanta I will try to get with you.

Sincerely,

Bob Valder
Regional Director

BV/sp

cc: Dr. Emory Via

4-24-69

J. P. Stevens & Co., Inc.

Program of Affirmative Action In

Compliance with Executive Order 11246

To Be Put Into Effect Immediately
Following Approval by The Defense Supply Agency*

Policies and Procedures

1. The Company's policy on non-discrimination will be revised to include specific reference to Presidential Executive Order Number 11246, as well as the responsibility of each member of management for implementation. Such revised statement of the Company's policy is attached hereto as Exhibit A.

   A. This statement of policy will be issued and disseminated throughout all levels of management within 30 days of the effective date of this plan of affirmative action.

   B. The Manager, or his designee, at each location will be responsible for reviewing this policy in meetings with all members of management and supervision under his jurisdiction. This will be accomplished within 60 days of the effective date of this plan of affirmative action.

Recruitment

1. The Company will continue to use the "tag line", "An Equal Opportunity Employer" in all its mass media advertisements; newspaper, radio, etc., for new employees.

* Submitted 4/24/1969 and Approved

II. We will continue periodically to advise in writing our employment sources of our policy on Equal Employment Opportunity and indicate the Company's interest in the referral of applicants without regard to race, color, religion, sex, or national origin. Recruitment sources will vary at different plant facilities but for the most part include High Schools, Technical Schools, Vocational Schools and State Employment Service.

III. Recruitment sources will be analyzed at each location within the Company. Extra efforts will be made to develop additional sources of recruitment when analysis indicates that the flow of available, needed and qualified minority group applicants is not representative of the local labor area.

IV. A record will be kept of contracts with recruitment sources.

V. Each plant facility will develop an estimate of new hires by race and sex for the last six months of calendar 1969. Normal turnover as well as planned expansion will be taken into consideration in the preparation of this estimate. These statistics will enable each plant to plan an effective recruitment program. This estimate will be updated for each six months.

VI. Each plant facility will prepare a report each month for top management of that plant that indicates the total

number, broken down by race, sex, and recruitment source, of hourly and clerical applications for employment.

VII. The Company is committed to hiring standards related to job requirements which are applied uniformly without regard to race, color, religion, sex, or national origin. Within a six month period, these standards will be reduced to writing and will include but not necessarily be limited to height, weight, vision, physical condition, education, etc. These standards will be reviewed regularly to insure their applicability and non-discriminatory application.

Selection

I. All tests that are used will be validated tests related to job requirements.

II. Within sixty days, each plant facility will review and analyze its selection program to assure that minority group applicants are not discriminated against in any respect. Where such analysis by entry level job classifications indicates that the employment of available, needed and qualified minority group individuals is not representative of the local labor area, specific goals and timetables, by entry level job classifications will be developed to insure that individuals are employed without regard to their race, color, religion, sex, or national origin. This program will be reviewed regularly by appropriate industrial relations personnel to provide con-

sistent adherence. The specific goals and timetables referred to above will represent the plant facility's best estimate and will be broken down by race and sex, but will not be interpreted as numerical quotas or absolute objectives which must be met in order for the plant facility to be adjudged in compliance with the Executive Order.

III. Each plant facility within the Company will regularly analyze and evaluate employment by race and sex. Such analysis will be based upon visual observation and will not require the identification, from any record, of individuals by race. A summary of this analysis will be a part of the corporate report to be submitted on a quarterly basis to DCASR, Atlanta.

Promotions & Transfers

I. At all plant facilities it is the policy of the Company to promote and transfer employees consistent with qualifications and without discrimination.

II. Each plant facility will develop within approximately 60 days a table of job classifications indicating very briefly, principle duties and, where they exist, specific qualification requirements and, where applicable, will define job progressions.

III. As part of each plant facility's compliance program a review of the numbers of minority and majority employees in each job category will be updated on a regular basis. Special

attention will be given to any job category where there are few or no minority group employees.

IV. In job classifications where the majority (51%) of employees are members of the minority group, a list will be prepared by employee number, race, sex, and date of hire at each facility. Qualifications of those identified will be reviewed by plant management and potential for higher level jobs established. The plant facility will make its best efforts to provide promotional opportunities for those identified. Accomplishment by plant facility will be subject to audit.

NOTE: This will be a one time review at each plant facility. Listing will include only those employees hired prior to 31 December 1967 and who remain in those jobs as of April 30, 1969.

V. It shall be a function of each plant facility's affirmative action program to seek out the employees who are felt to have further potential for advancement. These individuals will be offered promotions or the opportunity to gain additional training based upon their qualifications and without regard to race, color, religion, sex, or national origin.

VI. As part of the total program, after identification of those employees who are believed to have further potential for promotion or training, the plant management will assess on a six-month basis, to the extent practicable, the projections of promotable employees against the probable opening at each level

of semi-skilled and skilled work in the plant. Utilizing this information, appropriate objectives will be established for the upgrading of minority group employees. Such objectives will not be interpreted as numerical quotas or absolute objectives which must be met in order for the plant facility to be adjudged in compliance with the Executive Order.

VII. It will be the policy of each plant facility to promote qualified employees prior to filling vacancies by new hires.

VIII. The Company is committed to promotional standards related to job requirements which are applied uniformly without regard to race, color, religion, sex, or national origin. These standards will be reviewed regularly to insure their applicability and non discriminatory application.

GENERAL

Nothing contained in this Affirmative Action Program shall be interpreted as requiring discrimination in favor of minority group employees and against majority group employees.

HOUSING

Any company owned housing not occupied by key personnel will be disposed of in a non-discriminatory manner within six (6) months. Method of disposition will be reported to DCASR Atlanta.

(EXHIBIT A)

NON-DISCRIMINATION POLICY

Purpose

The purpose of this statement of policy is to specify the position of the Company regarding Equal Employment Opportunity.

Procedure

In accordance with Title VII of the Civil Rights Act of 1964 and with Executive Order 11246, J. P. Stevens & Co., Inc. will continue to carry out its program of non-discrimination as to race, color, religion, sex, or national origin, and in accordance with Executive Order 11246 will continue to affirmatively promote efficient and effective utilization of all available, needed and qualified personnel without regard to race, color, religion, sex, or national origin. This policy relates to all phases of employment including but not limited to recruiting, hiring, placement, training, promotion, transfer, upgrading, demotion, termination, layoff, recall, compensation, benefits, use of facilities, and participation in all Company-conducted employee activities.

It is the responsibility of each member of management to insure implementation of this policy in the fulfillment of his function.

J. P. Stevens & Co., Inc.
Report Form
(To be Filed on July 31, 1969
and Quarterly Thereafter)

A

APPLICANTS

I. Applications Filed

White Male	White Female	Negro Male	Negro Female

II. Applicant Placement

List jobs to which successful applicants were assigned, giving totals by race and sex for each job listed.

Job Title	White Males Assigned	White Females Assigned	Negro Males Assigned	Negro Females Assigned

J. P. Stevens & Co., Inc. B
Report Form
(To be Furnished One Time
Only on May 31, 1969)

PLANT FACILITY_____

DEPARTMENT_____

Job Classifications	Total Employees	Total Minority	White Male	Minority Male	White Female	Minority Female

I. For each job classification, or group of jobs, indicate any specific qualification requirements that may exist.

II. List by employee number, race, sex, and date of hire, occupants (as of April 30, 1969) of those job classifications which have a majority of Negroes and who were so employed in such jobs on or prior to December 31, 1967.

III. Estimate of number of vacancies and number of hires by race and sex expected to occur, by job classifications during remainder of 1969.

J. P. Stevens & Co., Inc. C
Report Form
(To be Filed On July 31, 1969
and Quarterly Thereafter)

PROMOTIONS AND TRANSFERS

I. List all job titles in which vacancies were filled by promotion or transfer during reporting period, giving totals by race and sex for each job listed.

	Negro		White	
Job Title	Male	Female	Male	Female

II. By employee number, race and sex, show promotions in job classifications referred to in "II" on Report "B" (One time report).

Employee Number	Race	Sex	Old Job	New Job	Wage Differential

cc Rc

Southern Mill Towns Feel Pinch of Textile Import

5-9-69

By HERBERT KOSHETZ

Special to The New York Times

INMAN, S.C.—Spring came late to the Carolinas. But local residents say it has been worth waiting for, and the blaze of the azaleas still is clinging to the town.

Not far from Interstate Highway 26, where the Southern Railway tracks cross the road, the streets are lined with poplars and oak trees that are coming to full leaf. And the unmistakable signs of approaching summer are evident amid the rows of small houses surrounded with neat green grass plots.

This quiet town, far removed from problems that trouble large urban centers, looks sleepy and complacent. But it, too, has problems—brought on mainly by the sharp increase last year in low-priced textile imports.

Since the beginning of the year, the Inman Mills, largest employer in the area, has cut back from six days to five days a week, reducing the take-home pay of its 1,700 employes by at least 20 per cent.

A 50 Per Cent Decrease

Inman is typical of many small textile towns in North and South Carolina, Georgia and Alabama that have been faced with import competition. There are no signs of deprivation, but the communities are hurting. Since salaries are down, so are store sales and savings.

Last year the influx of textile products—which include yarn, fabric and apparel—rose by 50 per cent in physical volume. They represented 9 per cent of domestic production.

Unlike textile manufacturers and many apparel producers in the country, most retailers who sell apparel like imports. Knitted wear from Europe and the Orient, as well as some woven apparel, have had a strong demand among American retailers mainly because of styling and quality, higher-profit margins, and the so-called "glamour" of having stock bearing an import label.

Management of the mills does not expect to stop imports, but insists that foreign goods eat up all the growth in the domestic market, which has sales of $21-billion on 13 billion linear yards of yarn and fabric. Imports deprive the industry of $1.8-billion more as the result of shipments totaling an additional 2.5 billion yards, and pose some danger to the million workers employed, mill executives say.

The question of imports is getting attention now from President Nixon. Secretary of Commerce Maurice H. Stans has just returned from a tour of European capitals, where he discussed possible agreements on quotas for man-made fiber and wool products. He will leave for Tokyo today on an Oriental trip, where textile import problems seem certain to be on the agenda.

The industry is confident that it will get some relief. But in the meantime, the smaller mills and their employes, as well as merchants and bankers are feeling the squeeze.

'Budget Real Close'

One such employe is Mrs. Easter Brown, whose fingers are never idle as she deftly applies the weaver's knot to the broken ends of thread on the spinning frame. She may not fully comprehend why her employer has cut down from six to five days. But she did not have to be urged to tell what was troubling her.

"Working full time is important to me," she said. "My husband has been disabled for eight years, and while we have no children to support, my income is the only one coming in."

"I have to budget real close to make it," she went on, "and when I'm only getting five days' work, I really feel the pinch."

The Inman Mills plant, a short distance from the Greenville-Spartanburg Airport, changes its shifts at 3 in the afternoon.

Just before climbing into his car to go home, Oliver Crenshaw, a loom fixer, who probably earns the highest rate of pay for any production worker in the mill, talked about the shorter work week.

If he works a five-day week, he nets $107 for 40 hours of straight time. The six-day week, providing an extra eight hours on time-and-a-half, produces a pay check of $139.

Pension Fund Hit

Another casualty of the import competition is the pension fund built up over the years by Inman's profit-sharing system. Inman lost $1-million last year, the first loss since 1937, and the company made no contribution to the profit-sharing plan. So far this year, things do not look any brighter for the pension fund, with which mill workers hope to supplement their social security.

James Culbertson, manager of the local branch Bank, said that the community of 7,000 depended heavily on the textile mills and the peach corps.

He said he could quickly see the results of the mill cutback in working hours. While there has been no foreclosure on homes or on cars there have been requests for extensions, and the bank has had to work out new arrangements on loans. Savings accounts and Christmas Club accounts also are affected.

W. L. Griffin, a pharmacist in the Inman Drug Store, said it would be hard to judge how much damage the shorter work week has done to business.

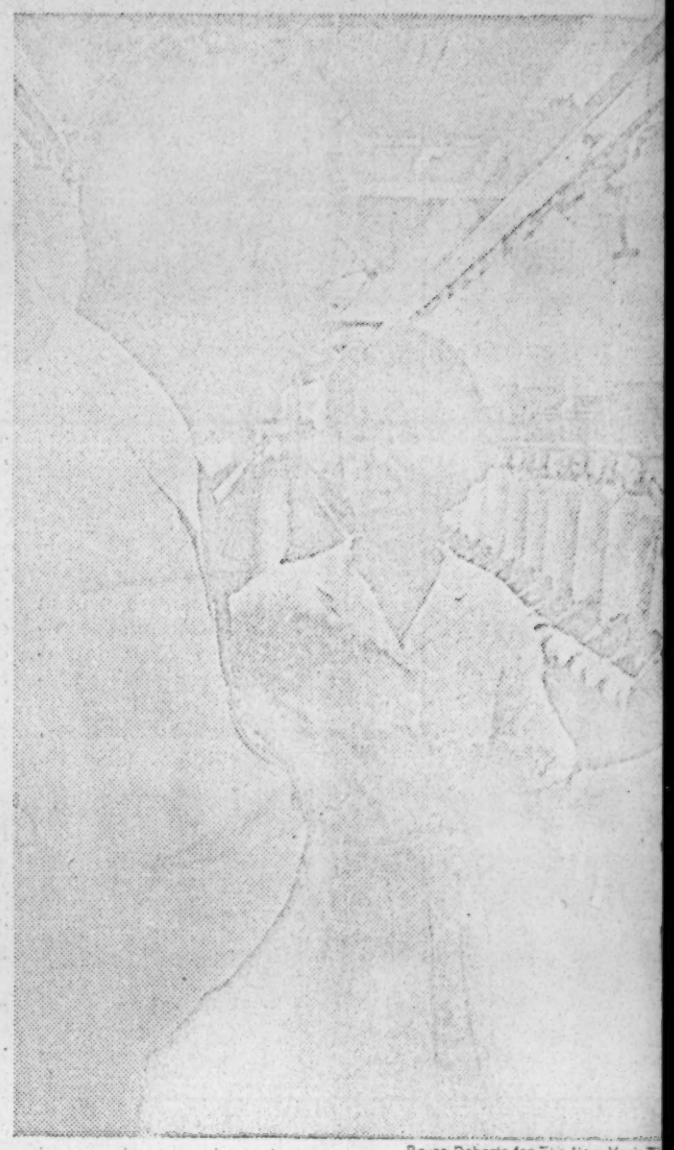
'People Still Buying'

"I've seen serious recessions brought on by short time in the past," he said. "In 1962, we had a slump and another one during the Korean War. There was a little one going in 1964 and 1965. Right now, people are still buying, but some find they need a little bit of credit to tide them over."

James Chapman Jr., president of Inman Mills, a tall blond-haired man who does not look his 47 years, talked about his business. He said that family-owned large businesses, such as his, have been the worst hit by imports. These are companies doing between $10-million and $50-million a year.

Mills in this category produce goods that, more often than not, have no identity so far as the consumer is con-

Continued on Page 77, Column 6



Bruce Roberts for The New York T

Mrs. Easter Brown, an employe, and James Chapman president of Inman Mills, talking near a spinning fra

Mill Towns Feel the Pinch of Imports

Continued From First Page, Second Section

cerned, and must be sold in a highly competitive market.

They are not backed by national advertising programs. They are sold at relatively small margins of profit because the great majority of them are turned over to converters and apparel manufacturers who take over the task of finishing and dyeing them.

No Consumer Identity

They differ from the large publicly owned mill operations whose products enjoy consumer identity owing to their presentation in a finished state.

"We don't want to lay any of our people off," Mr. Chapman of Inman Mills said, "so we have gone on shorter time."

The mills working three shifts cut down from six to five days, when it became increasingly difficult to sell their output of medium and lightweight broadcloths, poplins, jeans and other fabrics for casual wear, made either of cotton or blends of cotton and man-made fibers.

Inman produces only gray-colored goods, leaving it to the textile and apparel buyers to finish or print them as they see fit.

It was only about a year ago that Inman completed its newest and most modern facility. It should have increased the company sales, but last year, the volume in four mills was $1-million less than that registered the year before in three mills.

"Our Saybrook plant, which is built around the weaving of carded broadcloth, turns out, in our opinion, a good product. We had a big user of this cloth and were pricing it close to cost which came to 26⅜ cents a yard.

"We were asking 27 cents (a gross profit of 2.3 per cent) but our customer informed us that he was importing it from abroad at 21⅛ cents. Even after duty and transportation to the bleachery, his cost came to only 25½ cents, so we lost his business."

"If we go below five days a week, we're going to lose our labor to other industries," he said, stating that there is a labor shortage because of the many new industries, other than textiles, that have come into the Carolinas.

1

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Respond —

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"Ed"

Engel.

Politics

Human Interest

parts 12, 17, etc need

more explanation to be of much

use —

Census & Pop
1968-69

FACTS ABOUT SOUTH CAROLINA

1. The average teachers' salary in South Carolina for 1968-1969 is estimated to be about $5880 while the average for the southeastern region is estimated at $6525.

2. In 1968 one of every seven persons receiving a high school diploma in South Carolina was an adult. This was the highest ratio in the nation. There are now 353 adult education centers in the state.

3. In 1968-1969, 13.9% of the total Negro student enrollment in South Carolina is attending desegregated schools. This represents a total of 36,594 students. In 1967-1968 there were 7% or 17,588 Negro students in desegregated schools.

4. The Berkeley-Colleton-Dorchester Community Action Agency was awarded (in November, 1968) for being the best CAA in the southeast. This CAA is directed by Mr. George Hamilton, a Negro.

5. In fiscal 1968-1969 the South Carolina Department of Education had a budget of $172 million and it is requesting $213.3 for fiscal 1969-1970.

6. Plans are to merge the S.C. High School League (white athletics) and the S.C. Secondary School Activities Association (black athletics) in the fall of 1969. However, full integration (whereby black teams will play white teams) will not come until 1971.

7. 300,000 South Carolina pupils are under federal aid programs for deprived children. This is 48% of the enrollment in the public schools.

8. Negro voter registration in November, 1968, was 200,778 out of a total registration of 853,014. Negro registration was 23.5% of the total.

9. There are 1,100 portable classrooms in use in South Carolina. Their cost is about $6,778 each. 51 such portables are in use in Columbia city schools.

10. South Carolina is receiving about $29 million in federal aid to education funds. In 1968 the state administered 75% of the federally funded education projects and "next year the state will assume complete responsibility for administering funds for the model or innovative school programs." $4 million in federal aid was spent on libraries this year.

11. The average per-month welfare payment for a family of four in South Carolina is $67.55, higher than that in Mississippi, Alabama, or Florida.

12. The compulsory school attendance law is now in effect for 2/3 of the state's pupils and will become effective for all in a few years.

13. In 1966-1967 South Carolina public schools had 666 teacher aides at work under Title I of ESEA. They were used mostly for clerical, housekeeping, instructional support, technological, monitorial and general work.

14. In 1966-1967 the gross state cost per transported child for school was $25.77.

15. In 1966 30% of the college graduates with teacher preparation from South Carolina colleges went to teach outside the state.

16. In 1965-1966, 16.8% of the instructional staff in South Carolina public schools had Master of Arts degrees.

17. South Carolina has one of the "richest and most advanced" Educational Television systems in the nation.

18. About 15% of South Carolina's school receipts come from the federal government.

19. The graduating high school class of 1966 in South Carolina had 31,938 students of whom some 12,666 or 39.7% took the Scholastic Aptitude Test. The median score was 823.

20. 1966 SAT Scores of South Carolina High School Graduates Taking Test

Score	% Scoring Who Took Test	% Scoring of Entire Senior Class, Computer Projected to Those Not Taking Test
Over 938	28.9%	22%
Between 850-937	16.2%	15.4%
Between 650-849	32.6%	37.9%
Under 650	22.3%	24.7%

21. Educational Attainment - 1960 Census

	National	S.C.	S.C. Rank
Median school years completed by persons 25 yrs. and older	10.6	8.7	49
% of populations 14 yrs. old and older literate	97.6%	94.5%	49

22. Retention in South Carolina Public Schools; % of 1st graders entering 12th grade 11 years later

	White	Negro
1960-1961	46%	18.8%
1965-1966	57.5%	33.8%
1966-1967	58.9%	36.7%

23. In the 1968 presidential race the vote in South Carolina was:

Richard Nixon - 246,397 (39%)

George C. Wallace - 202,629 (32%) (unofficial returns)

Hubert H. Humphrey - 187,468 (29%)

24. The 1968 Teacher of the Year in South Carolina is Mrs. Agnes Hildebrand Wilson, a Negro teacher of French at Lincoln High School in Sumter, South Carolina. Mrs. Wilson was chosen by a panel of three persons, all white.

25. The final vote for President in 1968 (all precincts reporting) was: (winner in each county underlined)

	Nixon	Wallace	Humphrey
Abbeville	1,213	3,201	1,425
Aiken	12,264	8,815	6,319
Allendale	997	1,538	820
Anderson	5,661	12,384	5,218
Bamberg	1,327	1,618	1,845
Barnwell	1,849	2,351	1,716
Beaufort	2,983	1,498	3,740
Berkeley	4,021	4,808	5,089
Calhoun	885	978	1,216
Charleston	24,311	13,357	18,343
Cherokee	2,853	5,642	1,998
Chester	2,862	2,762	2,865
Chesterfield	2,564	4,323	3,180
Clarendon	2,201	2,097	3,606
Colleton	2,824	2,670	2,651
Darlington	4,947	5,231	3,803
Dillon	2,396	2,132	2,178
Dorchester	3,354	3,533	3,855
Edgefield	1,688	1,006	1,225
Fairfield	1,619	1,336	3,011
Florence	8,917	7,642	8,079
Georgetown	3,269	2,642	4,110
Greenville	31,652	15,241	12,928
Greenwood	4,891	6,024	3,741
Hampton	1,671	1,452	2,107
Horry	3,924	6,701	3,924

	Nixon	Wallace	Humphrey
Jasper	633	1,082	1,402
Kershaw	4,079	3,960	2,539
Lancaster	4,874	4,886	3,151
Laurens	4,813	4,279	3,016
Lee	1,219	2,113	2,151
Lexington	12,204	8,907	4,058
Marion	2,512	1,484	2,821
Marlboro	2,024	2,140	2,294
McCormick	466	757	988
Newberry	4,538	3,134	2,444
Oconee	2,634	4,742	1,009
Orangeburg	5,144	7,144	8,971
Pickens	6,873	4,424	2,016
Richland	26,215	7,030	18,198
Saluda	1,466	2,136	2,444
Spartanburg	18,183	17,346	11,467
Sumter	5,451	4,754	6,103
Union	3,011	4,590	2,271
Williamsburg	3,029	2,652	5,106
York	7,596	7,102	5,571
TOTAL	254,062	215,430	197,486 (official returns)

26. Here is how major pressure groups rated South Carolina congressmen for their performance in the 90th Congress:
    Americans for Democratic Action (ADA)
    AFL-CIO Committee on Political Education (COPE)
    Americans for Constitutional Action (ACA)
    National Associated Businessmen Inc. (NAB)

	ADA	COPE	NAB	ACA
Sen. Thurmond	0	0	60	92
Sen. Hollings	14	75	0	56
Rep. Rivers	17	0	50	56
Rep. Watson	0	0	100	95
Rep. Dorn	17	0	83	71
Rep. Ashmore	8	0	100	89
Rep. Gettys	8	0	50	53
Rep. McMillan	17	0	0	73

27. In the 1968-1969 school year there were 226,672 Negro students remaining in segregated schools in South Carolina.
    In 1954 when all of the state's schools were segregated there were 235,000 Negro students enrolled in the schools.

28. As of December, 1968, the following S.C. school districts were desegregating under federal court orders in suits brought by the NAACP for private individuals:

Dorchester #2 (Summerville)
Dorchester #3 (Harleyville-Ridgeville)
Charleston #20 (Charleston)
Orangeburg #7 (Orangeburg)
Greenville
Sumter #2 (County, not city)
Darlington
Charleston #20

29. As of December, 1968, the following districts had had desegregation suits brought against them by the U.S. Department of Justice:

Allendale
Anderson #3 (Starr-Iva)
Calhoun #2 (Cameron)
Dorchester #1 (St. George)
Orangeburg #7 (Elloree)
Lexington #1 (Lexington)
Clarendon #2 (Manning)

30. As of December, 1968, the following districts had had their federal aid to education funds terminated but no suit had been brought against them:

Barnwell #29 (Williston)
Calhoun #1 (St. Matthews)
Georgetown
Hampton #1 (Hampton)
Laurens #56 (Clinton)
Marion #3
Saluda #1 (Saluda)
Dillon #3 (Latta)
Anderson #4 (Pendleton)
Dillon #2 (Dillon)
Lancaster

31. According to the 1960 census the S.C. population was 65.1% white and 34.8% black.

32. It is estimated that in 1967 the per capita income for South Carolina was $2,167 which would give it a ranking of 47th in the nation.

33. In 1966 South Carolina ranked 18th in the nation in the number of persons employed in manufacturing. It has never ranked lower than 23rd since 1939.

34. The average per pupil expenditure for students in S.C. schools in 1965-1966, based on attendance, was $275.

35. Half of South Carolina's 960 elementary schools are now accredited by the state.

36. In the 1967-1968 school year 19,000 persons participated in vocational trade and industrial education programs in the public schools. This includes 10,000 adults. Of those who graduated from high school in June, 1968, 98% were gainfully employed.

37. In the 1968 November elections the Republicans lost two-thirds of their 25 deats in the South Carolina General Assembly.

38. The South Carolina Conference of Branches of the NAACP was formed in 1939 when there were only 800 NAACP members in the state. By 1948 there were 14,237 members.

39. There are now 558 members of the South Carolina highway patrol and two (2) of these are Negro.

40. South Carolina's school age population is eighth highest in the nation in relation to the number of adults while per pupil spending on education is $418 a year compared with a national average of $619.

41. In 1965-1966 South Carolina ranked 50th in the nation with the percent of public school teachers who were men. Only 18.3% of the teachers in the S.C. schools were men.

4-21-71

President
Pan American World Airways
New York

Textiles

Mr. Mills and Cotton

Editor, The Wall Street Journal:

After giving the Japanese everything they wanted, Congressman Wilbur Mills has introduced a bill raising the American minimum wage to $2 per hour. He says this will reduce the number of people entitled to payments under Mr. Nixon's welfare reform proposal. Why doesn't Mr. Mills raise the minimum wage to $10 per hour and take care of everybody?

Mr. Mills surely knows that it does the American worker no good to legislate higher wages if our jobs have been exported to Japan. Unemployed textile workers in Roanoke, Ala., and in 49 other communities in the Southeast in which textile mills have recently been forced to close by low-wage competition from Asia will find it difficult to support their families based on Mr. Mills' two recent actions.

The cotton farmer will find a silent mill an unsatisfactory customer for his product. The Japanese will buy American cotton only if they can get it cheaper than they can get cotton in Africa, Brazil, Mexico, and other low-wage countries of the world. American mills will buy American cotton because they are prohibited by law from buying any other kind, except for a negligible quota which amounts to less than one day's supply.

Mr. Mills was quoted as telling three governors that if his so-called agreement doesn't work, he will support legislation next year. There is no chance for it to work. Giving it a trial is exactly like waiting to see what a fox will do which has been given access to the hen house.

W-S-J

J. CRAIG SMITH
Chairman
Avondale Mills

Birmingham, Ala.

4/21/71

Letters intended for publication should be addressed: Letters to the Editor, The Wall Street Journal, 30 Broad St., New York, N.Y. 10004. All letters are subject to abridgement.

Packard —
no consultation with
DOD Civ. Rts or OFCC

Nelson
Packard went to
Thurmond — "top gay in
govt" Wed Feb 5th)
Shultz is supportive
of OFCC & has asked
DOD for report

~~Sumter County~~ —

Print-outs on county profiles
Charles Moore —
"Planning" — Reg - OEO

for Greenville,
Anderson, Spartanburg

~~for Jane Record~~ —

Danville — Va
does appear go that far -

Notes
for Cherkasky

Recent developments

OFCC — delegates
to DOD
(material fibers)

65 plants received — thoroughly
substantial patterns
Dan Rivin selected as test case
Dan Rivin Attyn is Attyn for
all

Company plans submitted — inadequate —

Dan Rivin
Grayson Zellerbach
Philip Mannis } OFCC
attempting to
use as pattern

Winship & Clifford letters & telegrams
DOD — Herd Hedlin
Al Fit — Manpower & Reserve Affairs
leaving on Friday —

DOD —

Preferential for opening jobs

Affirmative recruitment

Set Quotas in effect

Housing — Dan Reno devoted
of the year — but in
getting rid of the

Did not get Department notified before
change

Pressure on White House & Laird

$8M & pre-award

Background — Bij to Pattern Setters)

Jan 1967

Based on EV experience

& FCC guidelines

Cover

#8 M K

Thermal letter to Textile Mfg. re meeting at W-H on 1/28/69 — don't have specifics

Information on Efforts to Reduce Racial Discrimination & Create Equality of Job Opportunity in the Southern Textile Industry

Background

Forum — Public Agencies — Industry Complaints

Formation of Industry

Joint Project

~~Jenkins~~

Southern Weaving

Contract Compliance Efforts

OFCC & DOD & Reg 10

January 1968 – January 1969

Substantial non-compliance

Meetings, letters

no less than 6 extensions –

Minimum – Specificity –

2 cases

What should be Sought

Carol K's

Debar from future civil "pending"

$8M K & not just to Sanford

etc

Thoatt — 1/28/69

Don't do anything today —
Committee can be formed:

Easy to find out who
went to W-H.

40-50 Man teams can build
pattern that W-H can
not ignore —

Press contacts

Senators who will talk
Dems & Rep.

Visit EEOC & an OFCC

Via —

Feb 3 (after Tues)
Feb 7th (after Va)

Spartanburg } SCHR VEP
Greenville } Visit
interval with marshall

Danville } VCHR VEP

Robert Ellsworth
Pres Asst for
W-H Sectyl for Domestic affairs
Friend of Sam Jackson

Clarence Towers

Computers with Allen-Bradley -

Holman

Choate (Hage) (P.A)

VPA?

Thurs before 20th

DOD not too taxing in presentation to Congress

Company to get plan in last then - (next day saw Steeen)

Thurmond & Stennis Pattly pressure on DOD

Any Republican Congressman

Ruby Martin has his eye

R. B. (Bob) Choate

Nat'l Inst of Public Affairs
Suite 610 1825 K St, N.W.
Wash DC 20006
(202) 296-0903

Ted. F. Stone – Pres.

(James M. Nabrit Jr., Bd of Trustees)

Miss Anna Lad Strauss Vice Chm
(Ex Nat'l League of Women Voters)

Zakrzewski:

Nelson attended Terminal Dinner in T.D of Laird & perhaps could communicate if convinced of importance (generous M'Ber Press

---

Jlrs Leonard eager to get a good Stat — esp. because of Eagle Club — Mitchell made

---

Head of Student Com — Joe Fagan but not high enough.

1900

1680 | 3,230,000

1680

15500

15320

Mrs Ely Riddick

now out of

Charlotte Area Fund

MEMO

from the desk of

202/293-3100

NY Times Wash.

Lurian

Roy Reed

Walter Rogaber

Left wound

11:55 A.M.

Gerald Ford
Hill
lunch spoonfed
by Colmer

Ward McCready — OFCC

Earl Wallace
Spec Asst to Secty & Deputy Secty of Def.
(Replaces Geo M. Elsey)

Sam Jackson — HUD

COMPLIMENTS OF
Strom Thurmond

printers
lithographers
designers
Longino & Porter, Inc., 196 Marietta St., NW, Atlanta, Ga. 30303 A/C 404 523-8011

ATMI (?)

Press

Roy Reed – NYT

Spivak – Wall St Jl.

TEAM ready to
Contract 20% of employment
is Negro –

Chief Counsel of Defense a
Thomas ~~A~~ ex aide

Sam Jackson – HUD

Sam Simmons (?)

Who refer Nelson to
Jackson –
Butler –
Mr Cready
Sylvester

Javits –

Dr Chesi – NWCA Politics

Mr. Leonard Zubrensky
atty Milwaukee
AC 414-276-4557

Vernon Jordan
re Brooke & others

Thanks

Mondale —
b. 1928
LLB, U Minn 1956
Atty Gen'l Minn
Senate 1964 —
1968 Civil Rts Act
Consumer Protection
Manpower Legislation (Manager)
Ghetto financing: Can't be
handled only by urban inst.

Jean Fairbank
nee
Rutterberg —
Cases — or should
EV call Greenberg —

Call Carl Rachlin
Call Russ Specter
Call BNA

Re
Cases
filed
under
T. VI 6
VII

Offer to follow with letter
& request for
Place, Co. or Union, date of
original complaint, Any EEOC action,
nature of complaint, When case filed in
ct., where, what action, Is case
repeated —

would brief be available —

Greenville. Anderson

Regina Mitchell
Rosetta
Gardner
JA 5-2372

YWCA people
did VEP

Ruth T. Hughs (NYC)
Sent students in —
Who was local person

Jean Fairbanks
Phila
(215)
MA 7 1856

Mendel Rivers (Rep)
to hold House Armed
Services —

Mordecai
(202) 244-5247

Mordecai — Bob — Allen
have good dinner &
responsibilities —

Eva Clayton — for
dinner

Ted Kennedy —
Sub Com on Admin
Practices

Flugel

Jent Farpex

Suits filed against

Govt —

New K's [illegible]

by 30th

To enjoin signing their

own contracts —

Look for answer
to letter to
Ted Freedman
or call him
May 29th

SIAC — Lunch } Set it up.
2 Textile

Slamin' Man Night } Set up

Wants Ramelle

Correspondence
~~Correspondence~~ Ans Ank } Daily Check
Consumed.

ILGWU — Florence

1st Trip —
3.50 Taxi
1.25 Taxi
3.50 Taxi

4/18/67

2nd Trip
3.50 Taxi
Breakfast 1.55
~~Room~~ 8.76 (SRC)
Taxi
Taxi

Dinner 2.00

to spot inter[illegible]
friendliness, boy.

During the year Margaret's parents returned from an extended visit and work in Rhodesia, and Emory's parents celebrated their golden wedding anniversary.

We are impressed all over again with the difficulty of the human situation. Not the least of it is that folks insist on being folks. Therein lies both the problem and the hope. We would be remiss to let stand any implication that we are talking just of this region or just of color discrimination. We would work with you for peace among men and among nations of men.

Emory, Margaret and David

Wo Mitchenko
Pastoral ~~Pa~~
Com Stud -
Program

N.C. Food. & A&M in joint training project for N.C. youth ~~food~~
Similar proposal for S.C. - is like what S.C.C.A.R (Jesse) tryg make -

(4) To sign it by interested persons in & put it on overboard board at post Tuesday.

Joe(?) Hammerman (?)

Works under Markham at EEOC —

husband of Stacy Maverna H.

See Stern — Tarzanian (but not likely to respond)
Field
RBF — hang it out & let it go — don't do anything only at SRC

HTF —

Warns off from proposing as if to

undertake what gov't should do.
(Lee will react negatively, esp.)

Proposal needs to be written now

What base do we operate from if making approach to mgt. (EEOC or what

Govt support might assist their commitment

EV spells out what may be accomplished —

1) Significantly increase entry level jobs held by Negroes

2) To get a generous supply of Negro clerical, technical, professional, and skilled

3) To assist reorient existing agencies to accept & perform realistically the responsibility of recruiting & training

Robt. S. Rankin (member of Co. Rts. Com)
Rankin — Dake —

Proposal to Field
re study in Tobacco industry —
including impact of blacks —

Field Bd — meets

Proposal —
include consultant in
potential of EEOC?

Proposal *
by Monday
to Les.

RBF doubtful
deals with another
industry, so would be
disinterested

— week after
next —

Persons familiar with the textile employment project and/or the efforts to secure contract compliance.

MR. Ward McCready
Acting Director
Office of Federal Contract Compliance

MR. M. R. Shafer, Chief
Office of Contracts Compliance
Contract Adminstration Services
Defense Supply Agency
(do not know his status in new administration)

Mr. Carl Wallace
Special Assistant to Secretary and
Deputy Secretary of Defense
(new appointee; replacing George M. Elsey who was to have briefed Wallace and left a file on the situation in textiles).

(Mail)

Mr. Sam Jackson

~~Asst. Assistant~~ Under Assistant Secretary of H.U.D.

(New appointee, formerly on EEOC Commissioner and chief responsible for that agency's interest in textile employment).

Mr. Marvin Kaplan
Wash, DC.
Called
Will replace call

Flage – Kennedy Staff

MR. ALLAN BLACK, JR.
220 Danny Thomas Blvd.
Memphis Tenn

AC 901 525-1677

MR. MORDECAI C. JOHNSON

HOME 803 662-8211

Office 803 669-1891

ROBERT VALDER
216 W. 10th Street
Charlotte, N. C. 28802

PHONE:

Legal Defense Fund

Julius Chambers –

(res) 399-5384

(704) 375-8461

BLS report

1950 - 1960 - Negro decline in Textiles

white down 3.%

Negro down 5.8%

S. C. 1966

10% of total non-Salaried

12/31/68

Moskowitz → P.A.

Will keep SRC advised on results of reviews

Comp. with OFCC

2/26/69

Moskowitz → PA

& Packard → Schultz (2/13/69)

OFCC fully informed

DSA's final position late January

Affirm action is evolving

Develops in 1968 caused delay & misunderstanding

Contractor is best position to judge how get compliance

Deficiens were discussed

Assurances are to engage in affirm. act.

nothing we found deficiens – just in compliance

GAO (Reports to Cong through Comptroller)
might "investigate"

Case — would take 3 weeks —
EV send wife to Marian —

Cannon —
TV —

* Civil Rts Organizing to the Press
Possible. Press Conference

Fannon – Dirksen Bill
Judiciary Committee
But not authority for VII

Cooper & Desert
would (?) cut out part.
suits –

"Pete" Wms not in Labor Committee
Mansfield has told him its a natural
for him

Pulp & Paper – DOD not acting –

ARNO

Link to network network by-Sec mean
& use pot network = U.I. Bell =

* MR Phil Armour (Sp.) (in Secy's Office)
(will be thinking & use his staff of 6-8 people)
Chief of Office of Policy Planning —

Market Ser

Stem Survey & Concentrating of resources

Planning on next several years
ahead — Magnitude was in change —

Interested in system of
Comprehensive Service — Fan interest
would block we Migrants d.g. —
Could a public Corp. be used to
pull resources together —

Transportation — [How organize car pool
(after few months on job
people work out transp.

PH Put jobs where people are —

So trying to develop
Pub Transp. is
not always a drain

Ron Houghton
Decision in Tobacco
re Smoking & red devils
to protect whites

* Use upgrading
training — O.J.T. —
this is not
usual —

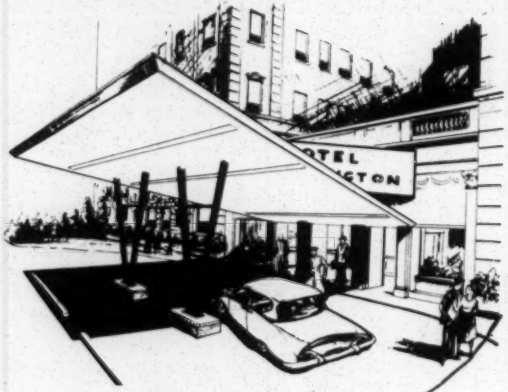
All Rooms Air Conditioned — Television — Direct Dial Telephones
Free Parking Adjoining.

Local Emp. Serv.
ASK

Arne Tabulation — ask Arno
to do from 1960 Cens —

The BURLINGTON Hotel

Vermont Avenue at Thomas Circle



~~Washington, D.C.~~
~~20005~~

Recommended

Telephone
265-4000

—

TWX
202-965-0387

Elva (?) Calloway —
(Burlington)
Middle ~~Mgt~~ Tourist —
Introduce — Classy
South materials —

- Codey in Emp Serv —

Pat by Premay Job experience and ignored in Premay Code, education, — nais Comm —

Arthur Chapman's op. has been rle:

Sumter, Conway, Spartanburg

---

* Labs. was asking Emp Serv in states to give feed back re who didn't accept qualified Degrees — Bureau of Budget cut it off (Requiring State to act as policeman)

Area Trends in
Empl. & Unempl. Trends
January 1967
~~Areas~~ — Labs Dept.
B.E.S

Aller — TEC is Prestige outlet

John Caffin — S.C. Textile mfg.
Country says good fellow
Ind. Dev. Bd. —

Wesson
also Morris — Econ Dept.

Morris (?) — Chm of Dem Party —

Chapin has spoken with last 2 S C
governors —

Dec. meeting with J. C. emp. Serv.

Did not service Negro Schools or give Some Counseling —

Now changed in so far as program is operative —

Referrals limited
not to clerical

Orders with discr. Specs.
many dodges — such as hair length or color

Itinerant points
2000 in U.S. may be in cl. home, etc,
if they have seg facilities — Lab court use — unofficially refer to Justice —

Mr. McCleod — State Director — Lor said he will act —

1966 — No Negroes Supervisors Central office
1 of 72 Tech & Prof
5 custodial — no clerical

2 Negros Statewide Prof & Tech

1967 – [Confidential] 1966 – 4

192 employees – 17 are Negro

above janitorial

6 in central office –

6 in local

5 major metro offices –

[Not covered by local – State employment]

I Report

Cons 1 of 4

EV 3-24-20

NYC

Roosevelt

Wash — Troy

Berkshire & Lafayette

Adventure

Calvin Coolidge

Calvin Coolidge Mes.

Experimental Ed. Techniques

Inst of Ed'l Research (Wash DC)

Lincoln, Neb. John Carr (?)

Butchers —

* following up

Coltrane should have

Hallowell affirmative

action plan

& OFCC — Tech Asst. (EEOC)

~~propos~~ procedure

where to look —

How coordinate right to be resume Excellent work Center

Area

Industry (Company)

Other agencies of govt

Pub. groups.

---

* Press coverage alone has resulted some results & plots

Few weeks —

Feedback from Industry to EEOC after meetings with Assoc. & Companies

---

To EEOC

Put agency effort
What funding
Watch dog
Planning — goal setting

Personnel

Ben Mack

Sara Heller

Check for others from

Jim McDonald —

Labor Dept Funds

what possibilities

Inter-agency

Manpower Development — recruiting

Peace Corps

Negro Colleges

other industries

Pressure on OFCC
for Staff

Pressure on Justice

Sam. Simmons — Civ Rts Com —
says it is EEOC's job —

Perhaps respond to specific
requests

Respond, perhaps, to a meeting —

Re Using — S.C. Adv. Com. to Civ Rts Com.

Jean Fairfax

Nature of project —

Emphasize Watchdog

the total govt'l project —

Less. advice or prodding —

watchdogging — encouraging cooperation —

Henry ~~Ad~~ Lowenstein

Young couple — Haleiw. Co.

COFO-MFDP "Type" operation

Ask Vernon

Housing

AFSC —

Columbia —

Inter-agency —

Unbankerism

Columbia

Marley Fairy —

Inc. Trust

Charlotte

Atty

or Lock Tucs.

Mike Michael 32

Labor Law — wife & 2 pre-school

Hom

ILGWU

Juvenile Ct. 3 yrs
Fulton, Co.

Urban League —

Project Enable —

To create int. & act. in community problems —

BA — U of Fla

Fri

Wash. DC —
202-382-
1726

Mordecia Johnson

Weekend — home — Sat

Hyattsville — Maryland

301 (?) HE 9-5324

---

on vacation

---

from Mordecia Johnson
5/25/67
10:30

could if you will reach Lillian back

Allen — T²

Labor Dept

1) Demand Negro Labor Force in Textile Area

2) How help us with grants — recruitment

3) Advice to Share ap. expl. Share — & other funded groups —

Plan: Wash Helton

Wed —

Tuesday — (215) MA7-1856

Lunch Deal.

Joe Gross

Orient to What can be done

1 day workshop

Ed in Atlanta —

Auspices: Pub Issues

& Ad. Ed of Unita.

Bethe Schools for Labor

Wants Labor Participation

Presentations by Resource out of county people

Small group discussions

Casey

K. C. Chavez (?)

L at Duke, NE Ed. Improve Project

Leadership Resources Discovery

(Identification of Leadership in Small Communities & drawing them into leadership —

I

Marshall & Henderson re oversight

Jim Crawford – grad Student
V. Henderson Policy Studies } $1T each

Study of Coordinated
(what is contemplated by Agencies re local.)
~~wt~~ will Charles Ballard help?
Community manpower effort

e.g. Atlata –

Fed
State
Local

} Training
Statistics
Placement
Job Creation

Political, business, labor leadership
knowledgeability re programs
accessibility re ordinary worker

What seems to be good in these
gaps.
interagency coop. & conflict
of. programs to needs.

[over]

II

Not just Schools — action interest — fine if some changes secured in interactions to get the stay (e.g. failure to communicate what is available, note this, if changes take place note them as well —

Where possible cite other programs in South or having similar efforts (but no effort to evaluate —

Credit for assistance (e.g. Bullock) but clear ~~of~~ him of responsibility for conclusions —

See Carl Akin's paper

Rutenberg
Carl Allen

Harold Taylor — Upjohn
Harold Steppard —
Saul Miller, Fund

[Inside]

THE Flagship
HOTEL ON THE PIER • GALVESTON, TEXAS 77550 • PHONE: 713-SO 2-8681

1st "Month" [Beginning to establish a frame]

Bibliography building — Fr's UW seminar DART

Fundamental works

Recent critiques & local coverage

Reading

Some 1st hand exposure for "feel"

(Perhaps "Seminar" Session Via, Henderson, Crawford, Pick, Bullock)

2nd Month

Interviews

Govt, academics

Further reading

Outline of major ideas, problems, etc.

2nd Seminar

3rd Month

Chapter drafts

Broader criticism by more experts if material developed warrants it

4th Month

Supplementary info & research

final chapter drafts

Criticism & Seminar

5th Month

Rewrite for "popular" pamphlet

Rewrite for articles

Layout, ~~design~~ illustrations

Criticism & Seminar

6th

Printing & distribution

TEAM - CONTACTS

Henry J. Price
113 N Hunter
Danville, Va

793-7523

Flat Glass Works (?) - Corning Glass

Studies & Projects

1) 400 Negroes employed in Columbia — Textile
100 Stayed —
Why?

Interview Mgt. — 4
Interview Union — 4
Interview Sample of
Negroes on the job 15
Negroes who left 40

73 interviews
15
365
73
1095

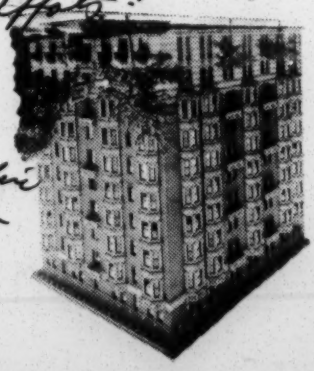
Pre-test.
Confidentiality to get
Company cooperation —
Sample information form —
Any Liberal dept projects
Wm John Institute

2) Training programs —
Are existing programs affecting Negroes & Textile
would grants be available at Tex Proj. stimulation
through whom —
Industry — Tech Ed — Urban League —

3) Assistance in Recruitment projects — general grant to cover specialized efforts
Local level
Nat'l for skills & professionals

How wants up
How fit specific
Selected areas —

HOTEL LAFAYETTE
SIXTEENTH ST. AT EYE, N.W.
WASHINGTON, D.C. 20006
TWX 202 965
0867



For Labor Dept.

Explain Coordinated approach

1) Training Programs affecting the Selected areas —

Begin with Greenville
Anderson
Spartanburg —

Apprenticeship openings by Area & Trade
in the crafts, in Union

2) Outlook — manpower requirements — automation
— by job class

What its like in the plant — job classes — who knows the Textile Industry in the Dept. [for OFCC & ESOC]

Textile industry

Better paying or equal industries & occupations

3) New Plant locations — "new industries"
1966, '67, '68

4) Evaluation of T² & Tech Ed. Commission
NDM Projects

Anything Similar in N.C.

Would like to stay in Ala —

But would move

Editorial — trying to urge Negroes out —

No building

Grass roots Negroes not mobilized — wants to get them involved —

Hesitant in talk

Needs job —

Worked in movement 3 years

SCLC

Ala — 1 yr

S.C. — a few months

Miss — 1965

1966 towards

Credit

Some Citizenship Education

Worked on poverty programs.

in charge of Selma for awhile —

Age — 21

Married — Not job — get —

Dropped out of H.S.

Training School —

Welder

Machine operator

Night School

Notify

"You know, report"

John Reynolds

510 Depot St.

Greensboro, Ala.

Knows Bob Valder

Lewis Black

Worked under

Hosea Williams — Mainly

Randy Blackwell

Woodward, Dick –
Harold, Bob
Allyn Black
David Franklin OFCC
Kramer Reg EEOC
Coltrane
Barker
Hallowell
Fairfax
Richard Lyle
Susan Foster
~~Medley~~ (?) – N.C.
Boyce(?) Melson

Carol Eaton, Secty
~~Jerlen Hanley – Deputy Defense~~

Charles Wilson – AH. EEOC

Tom Smith } absence – Cir. Pt. Commerce
Carol Commerfeld }

Field

Background —

Forum

Consultation — the broad plan

Put. Inter-agency

Meet with Labor Dept.
Kinds of support & Back up indicated

Rationale to groups
Speed of the whole
Field Bd meeting &
LWD's deadline for
Setting the Agenda
(can leave open (contributions)
Housing to person
Staff Selection

What is proposed —

S.C. + N.C. Pgr. 25T

Tabs on Agencies where activities ongoing on problem
Recruitment assist — recog. that Emp. Serv will not in 1 year (at beginning) be able to perform
Upgrading
Tech. Assit to Affirm Action where approp.

Industries other than textile — OFCC [paper already] other agencies — case complaints

Why the proposal —
Limited govt. resources & law (prog & staff limited power
The unusual opportunity for collaboration
The need for private initiative, watchdogging "but a
Inter-govt'l agency loop

Not a "study"
(5) Assessment of current procedures under EEOC, OFCC, & other related programs

What is hoped for from total effort
(1) Substantial improvement in entry level jobs
(2) A wide scattering of clerical, skilled, technical, prof. and managerial employment
(3) Assessment of & change in Training Programs of all sorts which ~~fit~~ feed textile —
(4) Re-orientation of Emp. Serv. and other agencies — re recruitment referral, etc — by consultation, demonstrating some level of community support — encouraging use of New federal resources for

Priority for sufficient Int'l change to assure ongoing program with a minimum

Jean Fairfax —

Carl Halman —
Les has asked him to rep. the Project —

Has not written anyone at Labor Dept
But some contact re Bergalina —

Mike Peare —
will leave in about a year —
had talked with Marian Wright re Summer assignment
May be open for the Summer —
↳ 1st interest is Miss. —

Rec.
Roy Murphy →
Dennis ~~Dennis~~ →
Earnest Green →
] Derrick

Bob Belton —
re EEO Forum
if anyone

Should E.V. write Labor —

Shulman — Wall St. Jnl

Roy, Vera — Monday evening —
Breakfast Tues AM —
Dinner Tues Evening —

SRC —
Dinner —
Monday Night
for Jean Fairfax

U.S. Research

Exp. & Demonstration Funds — emphasis has changed
Recruitment effort (where have jobs, but need bodies) might well say "no"
Employer involvement & investment
Columbia Project
Anything (Exp. & Demo. or not) — Concentration
Recruiting is not new — also needs to be tied to available jobs
Urban Leagues in 1/2 dozen cities —
ASSIST —

Lou Farmer
12 plants changed policy —
Completed — Seymour to send copies to EV

EV Pres. the opportunity of

Get major employer to agree to a plan of coop. with agencies — would get support
Special employer training (prefer hire first)

T_2 — U.S. Labor urged — fewer centers: show something

Mobility

N.C. Fund may have data on some counties —
Sorts of engineers hired & kept (or stuck)

Abe Venable — Commerce Dept — organized by industry — Bus & Defense Services Admin — Commerce
Abe — Affirmative Action
Burlington mills — has a staff — Have been active in textile — Better decisions

Rose Zeisel — BLS Wash D.C.
Knows Textile

BES
Occupational Analysis Section — who knows Textile —

Billy Barnes - North Carolina Fund -
Dealt with him professionally

(1) (301) 555-1212

(301)
Nelson — 654-0848

Textiles.
EEOC
OFCC
DOD —

meetings

Who in his office for contact
on Tuesday —

Laird, Melvin

Thurmond
Stennis

Louis & Esther Kaplan —

Can Get to Melvin L.

12 Noon
Bill Cherkasky
Tell him talked with Hayland
Monday Night - 11 PM -
Jan 27, 1969

224-3121

Information
Action re Laird
To inform — not state tax — that there is an interested
group watching complaints —

Info Needed

10 companies to go to OFCC

Lab. Dept -

Expanding industries in NC & S.C

# of employees

level & training

location

quality of jobs or industry wise vs. Textile

Projections for technological changes in Textile - (10 years)

Impact on new employment

Impact on type of jobs

Argument & strategy for applying sanctions on Giant Kmart

specifically, what, here?

1. Need for changes in personnel practices which completely destroy newly budding confidence of recently trained disadvantaged young people

2. In many sections of Va — Danville & South Boston for example — there are no opportunities for young people to see trained people at work, especially trained Negro people. Are the textile unions in Danville integrated?

Beginning of desegr

3. After moving to Richmond from rural South Carolina low country, I was appalled at the limited and negative image of labor in this state. (I should have been prepared because we used to camp near Winchester at the time of the Sullivan problem). I've been told that the large % of union members are women in Va. Is this true? (I'm from Pittsburgh, Pa.)

a large % but not necessarily over 50%

(4. Plans for Progress Companies give lip service)

Segal Ans. H.S. equivalency & challenge to relevance of the experience

4. Educational effort with union members and management ~~that~~ is needed so that young people who have made an early mistake by dropping out of school are not made to suffer for it the rest of their lives, especially when they have made the effort for remedial education and training, such as Job Corps, etc.

(over)

EEOC
K.U. Smith

5. Problems of standard testing: educated, trained people from poverty communities will never make passing ~~grade~~ grade on such tests as Wunderlicher, standards tool in Va. — used to discriminate. (ex Omaha v CCW)
typed 85 words per
shorthand " " "
low Wunderlicher

Hypothetical

Splave

Adrian Lloyd Coulter — Intelligence Test

U.S. Cap C Task Force
on Employment & DISC
stresses preferential recruitment

15% Latinos
60% Race
35 — Sex
3 — Nationality
17 — Religion

43% from Va

Segal pushed idea of Va. F.E.P.

Andy Musil
Conciliation staff, EEOC.

Dear Dr. Dunbar:

The enclosed proposal is submitted to the Field Foundation on behalf of the six agencies ~~described~~ listed in it. We are sorry for the rush in getting a proposal to you, but we ourselves have worked diligently ~~at~~ in ~~a~~ attempting to meet what we consider a special opportunity for an effective program in ~~improving~~ developing the employment of Negroes in the ~~T~~ textile industry.

You will note we have left open the question of which agency would be the actual recepint of funds. This matter can be resolved without difficulty among ourselves and ~~in~~ with the Foundation. ~~without any difficulty, we feel sure~~. Similarly, we are suggesting that the grant be made conditional upon securing a competent staff person.

You understand, of course, from our conversation and this proposal that the matter of timing which has occassioned the haste has not been of our own making.

We greatly appreciate the Foundation's ~~giving this~~ consideration of the proposal. ~~its consideration~~. Please do not hesitate to be in touch with me if there is further information which you would like to have.

Sincerely,

Emory F. Via, Director

Labor Program

TO: Randolph Blackwell, Clarence Coleman, Jean Fairfax, Al Kohrer, and Courtney Siceloff.

FROM: Emory F. Via

The attached letter is the official notification from the Field Foundation of their grant of $25,000.00 to our inter-agency project on textile employment discrimination in the Carolinas. Each of you has already heard from me regarding this matter.

You will recall that the grant is conditional upon our selection of a competent staff person to fill our needs. In accord with our understanding from our meeting on April 13, Jean Fairfax and I are actively seeking candidates and beginning to sound them out as to their availability. We trust that the others of you will let us know of any suggestions that you have for possible staff.

Since the grant is conditional and since we have not agreed as to how to announce our program, I would urge that we not give the program or the grant publicity at this time. It seems to me very important we have such announcements made in our terms-presenting our own rationale for the project--rather than having it determined by others.

I trust that we will be able to meet again before too long, but that can come after further phone conversations about time and place and when we feel we have specifics to talk about.

BEST COPY AVAILABLE

EV

Memo

TO: VEJ and E.S.

From: EFV

I would like to have as soon as possible the names of some reliable contact persons in Greenville, South Carolina who would be of assistance in a project to encourage employment opportunities in the textile industry in that area. They should be people that someone like myself or Jean Fairfax could talk with or who could be in contact with representatives of concerned federal agencies. On the first level the agencies would be interested in some current information on the community itself-general attitudes, posture of political leadership, some evaluation of management, the state of race relations, and the nature and extent of civil rights activities.

Although this is preliminary activity, it is beginning immediately. However, I would urge you not to give this move publicity at this time since it is very important that the various agencies involved be allowed to state their own case in their own way.

I don't really know anybody in Greenville except Martin England, who works for the American Baptist Convention -- and I am not sure he would be the sort of contact you want. His address is P. O. Box 10201, Federal Station, Greenville,

Current chairman of the Greenville human relations council is Dr. W. F. Gibson, 409 E. McBee Street -- but I don't know anything about him.

Lots of luck, buddy,

Ed

TEAM

Dixie Textile Contracts Hit

WASHINGTON (UPI) — Sen. Walter F. Mondale, D-Minn., urged the Defense department Tuesday to hold up $.94 million in textile contracts with three Southern companies whose hiring practices have raised racial discrimination complaints.

Mondale made his request of David Packard, deputy secretary of defense. At the same time, a Labor department agency in charge of enforcing non-discrimination rules in defense industries also questioned the contracts.

Packard approved the contracts for J. P. Stevens and Co., Burlington Industries and Dan River Mills last week on the basis of "assurances" that they would move toward ending racial discrimination in their mills.

MORE DETAILS

The Labor department's office of federal contract compliance said it wanted more details about the agreement, and said its officials were not consulted by Packard.

Mondale said the Defense department agreed last January to review employment practices of the eight biggest Southern textile firms, including the three involved in the new contract and to obtain agreement from the Labor Department before approving contracts with any of them.

The terms of the agreements were not disclosed, Mondale said, and added: "I am most disturbed by the fact that these contracts were approved without even consulting OFCC, much less obtaining that office's concurrence. In fact, as of today OFCC did not even know the terms of the 'affirmative-action' plan agreed to by these companies."

THESE GROUNDS

OFCC originally had expressed doubts about the firms' employment policies on grounds of three primary complaints:

1. That company-owned housing for employes was segregated.

2. That few Negro women were hired, although a large number of white females were employed.

3. That Negro male employes were discriminated against in promotions.

JOHN E. CAUTHEN
Vice-President

Textile Mills Hiring More Negroes

By HUGH E. GIBSON
Special Assignment Editor

COLUMBIA — Negro employment in South Carolina textile mills has increased dramatically in the last five years under the joint stimuli of civil rights legislation and labor shortages.

Latest estimates place the number of non-whites holding textile jobs as of June 30, 1966 at 23,700 — or 16.6 per cent of the total 142,700 textile labor force.

On that same date in 1963, non-whites totaled only 6,357 in the textile mills and accounted for just 4.9 per cent of that industry's total labor force.

The huge jump came in non-white male employment, up from 5,919 and 4.6 per cent of the total labor force in 1963 to an estimated 17,500 last year that accounted for 12.2 per cent of the employment total.

Simultaneously, non-white female employement rose from 338 and .3 per cent of the total work force in 1963 to 6,200 last year, 4.4 per cent of the work force.

Unquestionably, those figures have grown considerably in the intervening months as textile management pushed an active campaign to recruit both Negro men and women.

At two Columbia plants you reported Negroes constituted 75 per cent of its new hirees in the past six months and the other said they were an even 50 per cent.

WHITE WORKERS

White male employment meanwhile has skidded from 60 per cent of the textile work force in 1963 to 49.4 per cent last year. The comparative figures for white females are 35.3 per cent and 34 per cent, respectively.

Should this trend continue, although no one in the textile industry is saying so, it is not inconceivable that in the not too distant future non-whites will outnumber whites in some textile plants.

Furthermore, although no non-white now is known to hold an executive post, the door is clearly open. And training programs in which non-whites participate equally with whites unquestionably will produce an ever-broadening stream of supervisory personnel.

That was the general picture that emerged Tuesday as The News and Courier probed the validity of charges that the textile industry deliberately discriminates against Negroes.

ACCUSATIONS

The accusations led the Pentagon early this year to withhold defense contracts from J.P. Stevens & Co., Dan River Mills and Burlington Industries.

The contracts, totaling $9.4 million, have since been released and will be executed in part at five South Carolina plants. But the Pentagon has come under severe fire for that action from the congressional, civil rights and labor union sectors.

First District Rep. L. Mendel Rivers fired back at the chief critic, Sen. Walter F. Mondale, D-Minn., and issued a "put up or shut up" challenge to document the discrimination charges.

Five years ago, Sen. Mondale could have found all the ammunition he needed in Section 40-452 of the South Carolina Code. It forbade persons of different races from even working together in the same room, simultaneously using the same toilets or even stairways, or appearing together at the same textile pay window.

The penalty was $100 or 30 days in jail, or both, for each offense.

"This section shall not apply to employment of firemen as subordinates in boiler rooms, to floor scrubbers and those persons employed in keeping in proper condition lavatories and toilets or to carpenters, machanics and others engaged

... Mills

Continued From Page 8-C

in the repair or erection of buildings," the law stated.

That was the "law of the land" in South Carolina textile plants until Congress enacted the 1964 Civil Rights Act. Atty. Gen. Daniel R. McLeod thereupon declared the state statute "null and void" in an opinion quietly circulated to concerned textile executives.

LITTLE TIME

It was a second "emancipation proclamation," insofar as Negro textile employment was concerned. And Tuesday, surveying what the impact has been, John K. Cauthen, executive vice president of the S. C. Textile Manufacturers Association, marveled that so much has been accomplished in so little time.

"So we really haven't had much time," he pointed out. "I don't see how we've added that many Negroes (in the time available)."

In part, at least the progress has been due to Cauthen's own energetic actions and imagination.

With enactment of the 1964 civil rights law, Cauthen arranged a panel discussion for textile personnel directors. To explain the "realities" of the new situation, he brought before them the current U. S. district attorney, the state's attorney general and a labor relations expert from Greenville.

CAMPAIGNS

The briefing proved so popular it was twice televised over facilities of the S. C. Educational Televison Commission.

In the textile plants themselves, white workers were "prepared" in advance to accept the fact that Negroes would begin working beside them.

There were dire predictions of "trouble" from some quarters, but Cauthen and the textile management people had done their advance work well. Plant integration has been "remarkably successful."

"We've had no problems of any consequence, as among Negroes and whites working together," Cauthen said. "They (management) have been amazed and delighted by it."

The retention rate among new Negro employes has been even higher than among their white counterparts, Cauthen said.

By June 30, 1967, an even 20,000 Negro men and women were employed in the textile mills and shared a payroll that totaled $635.3 million.

The ensuing year saw 3,700 additional Negroes employed and unquestionably well over 23,700 now are sharing in the $2.20 average textile hourly wage.

POPULAR BRIEFING

Active recruiting campaigns to attract and employ Negroes in textiles are commonplace in South Carolina.

"Yes, I think most of your plants now have established relationships with the predominantly Negro schools where they're looking for promising youngsters," he said.

"The same is true for the technical education centers," he added.

Practically all plants now have Negroes in basic textile training and in that training that leads to promotin.

"We've been doing that of years," Cauthen commented.

The executive vice president knew of no non-whites in executive positions.

"But I'm satisfied we've got some (as) supervisors," he said.

TEXTILE OFFICES

Negroes also are employed in textile offices in supervisory and clerical positions, but in "minimal" numbers, Cauthen said. Their numbers would be larger, he indicated, if it were not for the difficulty in locating persons with the necessary qualifications.

The number of Negro women employes — a sore point with Sen. Mondale and other critics — would be larger if there were more who could qualify as clerks and stenographers, Cauthen said.

Most Negro textile workers now are in spinning or weaving operations.

"You find them in jobs traditionally performed by (white) women," Cauthen said. "That's even run into the offices, minimally."

Automation, too, has helped to swell the number of Negro women employes by opening to them jobs that were formerly held exclusively by the physically more robust males.

On its face, the only practical limitation on "Negro textile employment appeared to be the fact that a majority of the state's 400 plants are located in the Piedmont, where non-whites are relatively scarce.

Asked whether there are any plans to bus Negroes to the Piedmont mills from such famous "poverty" pockets as Beaufort County, Cauthen smiled and shook his head.

"I doubt that Greenville wants a ghetto," he observed.

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tcps For New Additions Taken

School Board Has No Plan To Rebuild Sterling High

By LUCILLE B. GREEN
News Staff Writer

The Greenville County School District trustees last night took steps for con-
ruction of additions to present high schools to permit the absorption of the
erling High School's 1,062 students within high schools and junior high schools
the metropolitan district, beginning with the 1968 fall term.

And in a companion action, e trustees voted to have the dministration continue its alysis in building needs, par-cularly in the south of the city d as related to Sterling and report back to the board its dings. But for the next year two, at least, there are no ns to rebuild Sterling High hool as such.

Dr. M. T. Anderson, superin-dent, who presented four ernate plans for a long-term ution for housing the Sterling dents, clarified both actions stating succinctly that "I derstand this second action the board in no wise com-ts us to another Sterling."

There was a substantial rep-entation from the Negro nmunity at the board meet-with several of them speak-on behalf of "alumni and nds of Sterling" to urge the ool be perpetuated in some nner.

hief spokesman for the up was J. Edgar Smith, di-tor of the Phillis Wheatley ter. All of the group seemed recognize the inevitability of decision to "scatter the ling students, at least for a or two."

he plan which the board provided for "housing all he district's students in the t manner possible, calls construction of a 14-class-m addition each to Caro-High School and Wade mpton High School and for ensive repairs and installa-of a sprinkler system at enville Junior High to per-its continued use.

ese additional classrooms, those now available and under construction, would le "classrooms to accom-e all the students present-olled in the high schools around the city."

ld an unequal distribu-e created by freedom of forms, or unusual growth community result in an w "some schools might to be closed to further nent and the overflow as-to another school — or ary (portable class-rooms) space provided," Dr. Anderson explained.

Students in the metropolitan district, including Sterling, would be offered these choices, Dr. Anderson said: Beck High; Berea High, where 14 additional teaching stations are under construction; Carolina High, where 14 more classrooms are now authorized; E. North Street Junior High, to be completed in the fall with 40 teaching stations; Greenville Junior High, which will be renovated and has housed as high as 1,70 students; Greenville High; Hollis Junior High; Hughes Junior High, with eight additional classrooms and a library under construction; Mann High, 14 classroom wing under construction; Monaview Junior High; Northwood Junior High; Parker High; Sans Souci Junior High; Tanglewood Junior High; Wade Hampton High, to get a 14 classroom wing now; Washington High; and Woodmont High.

COSTS LISTED

Cost of the renovation at Greenville Junior High is estimated at $115,000; of the wing at Carolina High, at $390,000 and at Wade Hampton, the new wing and expansion of the library, cafeteria and administration suite, at $500,000. These can be financed with funds presently available, the administration said.

A 10 - point factor list which dominated the decision included: (1) geographic distribution of Sterling students, (2) freedom of choice plan of school assignment under federal court order, (3) building code of State Department of Education, in-

(See SCHOOL, P. 9, Col. 1)

School Board Has No Plan To Rebuild Sterling Hig

(Continued from Page One)

cluding necessary acreage, (4) Engelhardt survey of long-range building needs, (5) recent Englehardt opinion on Sterling High situation, (6) requirements of Civil Rights Act of 1964, (7) relationship of HEW guidelines to the situation, (8) financial resources of the school district, (9) impact of the decision on those most vitally affected, (10) compatibility of decision with the long-range building program.

Until next June the Sterling student body will continue to be housed at Beck High School in a second session. There is no doubt that the action taken last night will speed the integration level in the district. However, the action was termed the best long-term, progressive plan in keeping with national trends.

Other alternatives advanced and studied intensively, prior to action last night, include the delaying of action until concentrations of students, as shown in freedom of choice requests tabulated by late April. This was discarded when it was realized that action delayed that long would make it impossible to have housing ready for overflow students by fall.

The second alternative was to rebuild Sterling on the Sterling site. Rebuilding, rather than repair, would be required under state fire rules and regulations, Dr. Anderson explained. The small site and the apparent impossibility of acquiring adjacent acreage made this plan unfeasible as "land could only be obtained through condemnation proceedings at a very high cost to the school district."

It was further pointed out that legal complications which could arise from the federal court order under which the district is now operating, the Civil Rights Act of 1964 and the Guidelines of the Department of Health, Education and Welfare might preclude use of this site as tending to segregate by reason of location.

THIRD ALTERNATIVE

The third alternative dealt with the building of a conventional high school on a new site. This would require about two years, although room wings might possib completed by fall. Cost w timated at $2,160,000. If alternative were chosen, th ministration recommended the building be in two stag permit financing.

The board took several actions in regard to housin rapidly expanding student lation, expected to top 57,6 June.

The contract for the classroom addition and renovation of a library Mauldin Elementary Sch was awarded to Foster C struction Co., low bidder $195,724, to be completed 155 days. The amount is ab $15,000 less than the budge amount.

The trustees voted to chase a 24.12-acre site for Paris area junior high sch for $65,000—"very near the praised value," according building and grounds commit chairman, Dr. Henry T. Lee The site faces on Piedm Park Road, Sunnydale Dr and Belvue Drive and is jacent to the elementary sch site. Coupled with this acti was authorization for the adm istration to apply for $300,0 available from entitlement fun from the state for constru tion.

The board also authorized th administration to offer $6,500 f the remaining parcel needed complete the acreage for th site at Lee and Waddell Roa The price is $500 more than ap praised value.

The contract for the demoli tion and clean-up work at th old Sterling school site wa awarded to Cely Constructio and Supply Company for a guar anteed maximum of $44,557 with Cely to make all spac available in 30 days and com plete demolition and clean-u within 60 days.

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EQUAL EMPLOYMENT OPPORTUNITY

Our comments will be confined to the Du Pont Company's activities in implementing the equal employment policy with specific examples of "affirmative action" that have taken place in Du Pont textile plants in North Carolina and South Carolina.

Some background information may help set the stage. The Company is headquartered in Wilmington, Delaware. At present, we have in excess of 111,000 employees and maintain some 85 manufacturing plants in 28 states. Our sales in 1966 exceeded $3,000,000,000. Our first plant was built in 1802 and for the next 100 years the Company grew slowly but consistently, producing gunpowder and explosives.

In 1910, the Company began its program of diversification and is now the producer of many basic chemicals, plastics, dyestuffs, paint, ammonia, motion picture and X-ray film, synthetic rubbers, anti-freeze compounds, refrigerants, and a wide variety of textile fibers.

Of our 111,000 employees, 6,871 are classified as laborers and service workers. In North Carolina and South Carolina, we have 4,783 employees engaged in synthetic textile fiber manufacturing operations, and 297 of these employees are classified as laborers and service workers. These figures indicate the technical aspect of our operations and point up the need for employees with good educational backgrounds. In a Company where 7.1% of its jobs fall in the unskilled category, and in North Carolina and South Carolina, where the ratio of unskilled jobs is 6.2%, it is apparent that the bulk

of the better job opportunities call for a background and training in the technical aspects of our operations. For this reason we cannot lower our hiring standards. To do so would seriously handicap our activities. In our efforts to employ minorities we have had our various installations review their employment practices to insure they are realistic with regard to our needs without unduly operating to exclude any segment of our population.

On September 23, 1959, our Executive Committee issued a written policy statement as follows:

> "RESOLVED, that is is the policy of E. I. du Pont de Nemours & Company not to discriminate against any employee or applicant for employment because of race, religion, color, national origin, or ancestry with respect to hiring, promotion, demotion, transfer, recruitment, termination, rates of pay or other forms of compensation and selection for training."

Any doubts about whether management meant business vanished when on June 21, 1962, the Executive Committee approved the signing of a joint statement on "Plans for Progress" put forward by the White House. Subsequently, P. B. Lewis, Personnel Manager, was granted a leave of absence by the Company to become Administrative Director of "Plans for Progress". His term expired December 31, 1965.

As you may know this is a voluntary program which calls for "Affirmative Action" by member companies in the employment of minorities. At the present, over 300 major companies participate in this program.

We found that to be successful in carrying out an effective E.E.O. program, top management had to take a position of responsibility

and line organization had to handle the implementation. In other words, from the top right down to the last line supervisor each has a responsibility in the program and must work at it.

In spite of apprehensions on the part of some people, we have met with very little unfavorable reaction in the implementation of our E.E.O. commitment in our plants. This includes those operating in North Carolina and South Carolina. In the furtherance of our E.E.O. program, employees were informed well in advance in order to give them time to understand the meaning of E.E.O. and the use of common facilities by all employees. They were told the Company intended to live up to its employment policy and "Plans for Progress" pledge, and that employees were expected to cooperate. Supervision personally discussed the program with each employee.

In order to meet management's expectations in the implementation of the Company E.E.O. policy in the Carolinas, we have found that it was imperative that effective, affirmative action be taken to (1) increase the employment and upgrade the utilization of minority personnel; (2) improve rapport with local minority leaders; (3) implement an effective follow-up system. Some of the specific steps that were essential to achieve the above are -

Employment standards at these locations have been reviewed to insure that they are realistic. Employment practices of giving preference to relatives of employees or hiring those who scored highest on pre-employment tests had to be weighed against other aspects of the selection process.

Pre-employment selection procedures are necessarily designed to distinguish between those who can qualify for Du Pont starting jobs and those who cannot, but they are also designed to be as non-discriminatory with regard to race as they can be made. Tests are professionally developed, job-related, and have been validated over a period of years by checking against job performance of employees after they were hired. At the Camden, South Carolina, Plant this has led to the discontinuance of a high school diploma as a requisite for employment.

"Qualification" for Du Pont employment does not mean that applicants must be already skilled; it usually means that they must be able to learn the skills needed on a modern chemical plant. In most cases, Du Pont trains its new employees in the job skills required; what is needed is aptitude and reasonable grounding in fundamentals.

Our recruitment effectiveness from wage roll through professional levels has improved. Steps have been taken to insure the Negro and other minority communities that Du Pont wants and has challenging opportunities for qualified applicants, and if qualified minorities do not apply voluntarily at our locations, they are actively sought. To increase the supply of minority employment applicants, we are participating in community programs and in some cases have instituted in-plant upgrading efforts. We are working with leaders and organizations in our various employment points to develop mutual understanding, confidence and cooperation. To develop

cooperation and understanding of our employment needs, we are working with educators at all levels, particularly at predominantly Negro schools.

Specifically, contacts have been made with administrative officials of all high schools in the hiring area. Discussions included a review of Du Pont employment qualifications, testing requirements, and hiring practices. On one visit, 32 Negroes were given pre-employment tests and 10 qualified. Later the guidance counselor accompanied to the Plant a group of 40 seniors from a local predominantly Negro high school. These students applied for employment and took pre-employment tests with the high school guidance counselor observing the administration of these tests. During a follow-up visit to the high school, tests were reviewed with the principal and the counselor. Approximately 40% of the group qualified.

Some satisfactions have accrued from these affirmative action programs. A superintendent at our Camden, South Carolina, Plant in an unprecedented move was invited to speak at an event known as "Career Day" at the predominantly Negro high school. Urging this young audience to get educated, the superintendent discussed opportunities at Du Pont while establishing what we hope will be a lasting relationship with the school. Supervision has been contacting local Negro leaders such as teachers, school principals, business men, government officials, and our own Negro employees, explaining our job opportunities. This program is beginning to

bear fruit as the quality and quantity of applicants have improved. Some of the local Negro leaders are assisting interested Negroes in "brushing up" on arithmetic prior to taking the pre-employment test. The Plant is continuing to follow up on those Negro job candidates who failed to qualify, explaining areas of weakness and suggesting they obtain outside help and return for re-test.

In another situation we discovered that college faculty members lacked knowledge of industrial needs. To deal with this problem we invited and had the faculty members of North Carolina A. & T. College visit our industrial laboratories. In addition, a research associate at the Research Laboratory of our Kinston Plant made a formal presentation to faculty members and graduate students in the school of chemistry. Such invitations are now more commonly received since we are recruiting at 28 predominantly Negro colleges. These visits serve a dual purpose. They not only allow teachers and counselors to observe Negroes at work in the Company but they help Company personnel men to stress the importance of schools providing good basic training to prepare students for industrial job opportunities.

We realized the hiring systems used by employers tend to leave unemployed those with limited skills and aptitude for industrial employment opportunities. Historically, they have become a special burden to the whole community. As a corporate citizen, Du Pont seeks increasingly to cooperate with, and aid where possible, community programs for reducing this burden.

Finally, encouraging minorities to improve their level of education and establish effective communications with business schools and colleges stand high on the agenda of our textile operations in North Carolina and South Carolina. Attempts are also being made to allay the suspicions and distrust that the minorities seem to have for the industrial community.

Personnel officers are constantly reviewing the requirements of various jobs and job categories, to develop training programs, to prepare materials to aid in informing and hopefully motivating these potential employees.

The initial employment of minorities is only a partial solution to the total problem. There remains orientation, training, and the developing of individuals for movement into all job categories. Significant progress has been made in this area. Test-limited employees in the Service Sections at the Kinston Plant have been assisted in qualifying for promotion if they desire. During one month, 21 such employees were transferred, 11 of whom had 10 or more years of service. We are breaking down the problem of minority employment into these various components and working with each one separately. Management views this subject of E.E.O. as one of long duration on which we are making progress and expect to devote effort for years to come.

A STATEMENT REGARDING THE CONSIDERATION OF THIS PROPOSAL BY THE SIX AGENCIES NAMED WITHIN IT.

The press of time to submit this proposal to the Field Foundation for its earliest consideration has precluded an opportunity for each agency to read and approve the final document. The regional office of the AFL-CIO Civil Rights Department and the Southern Regional Council have read the statement in its entirety prior to its being sent to the Foundation. Each of the other agencies knows, by telephone conversation, that the proposal is being submitted and the broad outlines of what it contains. Each of the agencies should have a copy in the hands of its representative on or before Monday, Aprial 10, 1967. If there are additional suggestions or reservations by any representative they will be communicated to Emory F. Via of the Southern Regional Council who will in turn see that the Executive Director of the Foundation is fully informed. The agencies submitting the proposal have agreed to this procedure.

Emory F. Via, Director
Labor Program
Southern Regional Council

The private agencies at the consultation recognized the limitations - legislative and political - which handicap governmental programs to end discrimination. They were favorably impressed by the efforts made by EEOC and by the encouraging degree of cooperation in the joint effort indicated by the Office of Federal Contract Complaince. They were impressed, too, by the result oriented strategy designed to make more efficient use of the resources at hand. They could see, however, needs for which either no resources would be available or would be beyond the policy reach of the governmental agencies. Past experience would lead us to believe that the private agencies would need to follow the process in order to make constructive suggestions, to be a constant goad to assure continuing cooperation among the governmental agencies, to prod local and public agencies when needed and to keep the interest of top government agency people in the implementation of the program.

With the above considerations in mind the six agencies came together to discuss their possible joint role in the over all undertaking. These agencies are : (1) The National Association for the Advancement of Colored People's Legal Defense and Education Fund, Inc. represented by Jean Fairfax; (2) The National Urban League's Southern Office represented by Clarence Coleman; (3) Penn Community Services, Inc. represented by Courtney Siceloff; (4) The Southern Office of the AFL-CIO's Civil Rights Department represented by E.T. Kehrer; (5) The Southern Rural Training Project (A creation of the Citizens Crusade Against Poverty) represented by Randolph Blackwell; and (6) The Southern Regional Council, Inc. represented by Emory Via.

Subsequent to the private agencies meeting together, Jean Fairfax has meet on our behalf with staff and Commission members regarding our continuing interest. Miss Fairfax and

PAGE (s) MISSING

Emory Via, as representatives of the group, on April 4, met with the Assistant Secretary of Labor in charge of manpower programs (which includes training and the Employment Service) to inform him of our interest and to solicit his suggestions and support. This meeting was attended by the director of research and evaluation in the manpower area and the equal opportunity specialist of the Department of Labor. It was a friendly and fruitful meeting. We are encouraged by the degree of interest, the perception of the problems at hand (including an awareness of the difficulties in securing cooperation and in fact compliance even from agencies funded by the Department. We also received offers of substantial research assistance -- in making the available data relevant to our projected effort. Late in the day we talked with the head of the policy and planning group in the Secretary's office. Miss Fairfax and Mr. Via also had a lengthy conversation with the director of the Office of Federal Contract Compliance and two members of his staff, including the man assigned to the cooperative effort with E.E.O.C. on employment in the textile industry.

This lengthy prelude will give some flavor of what is involved in terms of strategy and timing and indicate that thought and action have already gone into the development of the project and towards making it operative. We feel, too, that this background explains why we think that the envisioned strategy, potential and actual collaboration, and the limited focus of the total project and evidence that a special opportunity now confronts us.

Tables I and II give some idea of job concentration for the Southern states within broad sectors of the economy and specific industries, with figures for the entire United States given as a basis for comparison. (Tables I and II here)

Thus appears the picture of non-agricultural employment in the South.

Breakdowns of employment on the basis of race by industry and by state, as well as by the occupation within the industry, are available from the information collected by the Equal Employment Opportunity Commission and the Office of Federal Contracts Compliance. All employers are not required to submit reporting forms; only those who have federal contracts or who have 25 or more employees during the July 1967-June 1968 period are included. (For the similar period of 1965-66 the number of employees was 100; for 1966-67 it was 50.) Though the information is not complete, it is used in preference to Census Bureau data because it is more recent and because its breakdowns of minority groups are more complete; thus the picture presented here is accurate in broad outline, not in complete detail.

In the textile establishments of the Carolinas which reported in 1966, for example, there were 194,047 employees, with North Carolina having about 8400 more employees than South Carolina. There were a total of 16,719 Negro employees or 8.6% of the total employees; in North Carolina it was 8.7% of the toal and in South Carolina 8.5%. There were only 176 Negroes in white collar jobs, or 1.1% of the Total Negro employment; in contrast 13.9% of all employees held white collar jobs. Within the white collar category more than 85% of the Negroes were in the lowest status and lowest paid group; less than 45% of the total white collar employees were in that group. Of the total white collar employees less than one per cent--.6%--are Negro. A similar situation exists within the blue collar group, and it is only in the service category that Negro workers compose the largest percentage of total workers. The exact figures for those two groups are given in Table III. (Table III here) — Source be given in part of Table

The textile industry in the Carolinas is not entirely representative of all the textile industry, and there are a few individual firms which have a better record than the industry as a whole. Other industries in the Carolinas also have very differenet records than does the textile industry, and in some Negroes account for a large percentage of employment. It also should be noted that the EEOC and the OFCC are making

Notes

1. Unless otherwise noted, the South is used to mean the states of Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Texas, and Virginia.

2. V. O. Key, Jr., Southern Politics in State and Nation, (New York: Alfred A. Knopf, Inc.) 1949.

3. Donald R. Matthews and James R. Prothro, Negroes and the New Southern Politics, (New York: Harcourt, Brace, and World, Inc.) 1966.

4. Key, p. 675.

5. Robert Sherrill, "It Isn't True That Nobody Starves in America," New York Times Magazine, June 4, 1967, p. 22, ff; "Hungry Children," Special Report of the Southern Regional Council.

6. The statement of the Ad Hoc Committee on the Triple Revolution is available from the Committee, P.O. Box, 4068, Santa Barbara, California; the ideas of Theobold and Michael are available in numerous places, for example see Robert Theobold, Free Men and Free Markets, (New York: Clarkson N. Potter, Inc.) 1963; and Donald N. Michael, Cybernation: The Silent Conquest, (Santa Barbara, California: The Center for the Study of Democratic Institutions) 1962.

7. See the Department of Labor's publications, Technological Trends in Major American Industries , Bulletin No. 1474, February 1966 and America's Industrial and Occupational Manpower Requirements 1964-75, January 1, 1966; also see the series, Seminar on Manpower Policy and Program, many numbers of which deal with technological change and employment; Garth L. Mangum, ed., The Manpower Revolution: Its Policy Consequences, (Garden City, New York: Doubleday & Company, Inc.) 1965; New York Times, June 18, 1967, p. 55; Howard R. Bowen and Garth L. Mangum, eds., Automation and Economic Progress, (Englewood Cliggs, New Jersey: Prentice-Hall, Inc.) 1966.

8. Clarence H. Danhof, "Four Decades of Thought on the South's Economic Problems," in Melvin L. Greenhut and W. Tate Whitman, eds., Essays in Southern Economic Development, (Chapel Hill: University of North Carolina Press) 1964, p. 9; C. Vann Woodward, Origins of the New South, Vol. IX of A History of the South, (Baton Rouge, Louisiana and Austin, Texas: LOuisiana State University Press and the Littlefield Fund for Southern History of the University of Texas) 1951, pp. 221-222.

9. The Book of the States 1966-67, (Chicago: Council of State Governments) 1966, pp. 498-501.

10. Danhof, pp. 12-56.

11. Department of Labor, "A Sharper Look at Unemployment in U. S. Cities and Slums," A Summary Report Submitted to The President by The Secretary of Labor, No pg., No date, based on data compiled in late 1966.

12. Edgar S. Dunn, Jr., Recent Southern Economic Development as Revealed by the Changing Structure of Employment, University of Florida Monographs, Social Sciences, No. 14, Spring 1962 (Gainesville, Florida: University of Florida Press) p. 13; see also W. H. Nichols, Southern Tradition and Regional Progress, (Chapel Hill: University Of North Carolina Press) 1960.

13. Department of Commerce, Statistical Abstract of the United States

1966, pp. 330-331.

14. Vivian W. Henderson, "Regions, Race, and Jobs," in Arthur M. Ross and Herbert Hill, eds., Employment, Race, and Poverty, (New York: Harcourt, Brace & World, Inc.) 1967, pp.76-104; Vivian W. Henderson, "The Economic Status of Negroes: In the Nation and in the South," Toward Regional Realism, No. 3 (Atlanta: Southern Regional Council, Inc.) No date; Paul Bullock, "Employment Problems of the Mexican-Americans," Industrial Relations, Vol. 3, No. 3, (May 1964) pp. 37-50.

15. Department of Commerce, Statistical Abstract of the United States, 1965, p. 225.

16. Donald D. Osburn, "Negro Employment in the Textile Industries of North and South Carolina," Equal Employment Opportunity Commission, Office of Research and Reports, Research Report 1966-10, November 21, 1966, pp. 15, 19.

17. Matthews and Prothro, pp. 351-357, 361-366.

18. Key, p. 675.

TABLE I

PER CAPITA INCOMES: U.S., SOUTH AND SOUTHERN STATES;
$ AMOUNT, $ GAP FROM U.S., % of U.S.

YEAR	1950			1960			1965			
UNIT	$ Amount	$ Gap from U.S.	% of U.S.	$ Amount	$ Gap from U.S.	% of U.S.	$ Amount	$ Gap from U.S.	% of U.S.	1965 Rank
Alabama	879	617	59	1487	728	67	1910	814	70	47
Arkansas	841	655	56	1379	836	62	1781	943	65	49
Florida	1281	215	88	1954	261	88	2420	304	89	28
Georgia	1025	471	69	1639	576	74	2156	568	79	40
Louisiana	1120	376	75	1655	560	75	2061	663	76	41
Mississippi	755	741	50	1204	1011	54	1566	1158	57	50
North Carolina	1031	465	69	1560	655	70	2028	696	74	44
South Carolina	893	603	60	1379	836	62	1838	886	67	48
Tennessee	1000	496	67	1545	670	70	1992	732	73	46
Texas	1349	147	90	1927	288	87	2346	378	86	31
Virginia	1228	268	82	1843	372	83	2392	332	88	30
South	1096	400	73	1692	523	76	2140	584	79	
U. S.	1496		100	2215		100	2724		100	

SOURCE: 1966 Statistical Abstract, pp. 330-331.

Figures for total South, pp. 11, 12, 330.

TABLE F11 EMPLOYEES IN NON-AGRICULTURAL ESTABLISHMENTS; U. S., SOUTH AND SOUTHERN STATES; BY INDUSTRIAL GROUP; 1964

INDUSTRY GROUP	MINING		CONTRACT CONSTRUCTION		MANUFACTURING		TRANSPORTATION & PUBLIC UTILITIES		WHOLESALE AND RETAIL TRADE		FINANCE, INSURANCE AND REAL ESTATE		MISC. AND SERVICES		GOVERNMENT		TOTAL
UNIT	000	%	000	%	000	%	000	%	000	%	000	%	000	%	000	%	000
ALA.	9	1.0	48	5.7	258	30.7	49	5.9	161	19.2	35	4.2	106	12.6	173	20.7	830
ARK.	5	1.1	27	6.3	126	29.3	29	6.8	92	21.5	17	4.0	57	13.4	76	17.6	429
FLA.	10	.6	128	8.3	238	15.6	107	7.0	409	26.8	95	6.2	268	17.5	275	18.0	1,530
GA.	6	.5	65	5.5	377	31.9	79	6.7	248	21.0	58	4.9	137	11.6	211	17.9	1,181
LA.	46	5.4	67	7.8	154	17.9	82	9.6	189	22.1	39	4.6	117	13.6	163	19.0	857
MISS.	6	1.4	27	5.7	140	30.5	27	5.8	90	19.6	16	3.6	54	11.8	100	21.6	460
N. C.	3	.2	75	5.6	558	41.6	71	5.3	245	18.3	51	3.8	148	11.0	190	14.2	1,341
S. C.	7	.3	37	5.6	277	42.6	27	4.2	110	16.9	24	3.7	67	10.3	107	16.4	651
TENN.	7	.6	55	5.2	361	34.5	56	5.4	208	19.9	45	4.3	140	13.5	173	16.6	1,045
TEXAS	117	4.0	180	6.4	538	19.3	220	7.9	692	24.8	148	5.3	403	14.5	497	17.8	2,790
VA.	15	1.3	87	7.5	308	26.6	83	7.2	239	20.6	51	4.4	155	13.4	220*	19.0*	1,158
SOUTH TOTAL	221	1.8	796	6.5	3335	27.2	830	6.8	2,683	21.8	579	4.7	1,652	13.4	2,155	17.8	12,287
U. S. TOTAL	635	1.1	3,106	5.3	17,304	29.8	3,976	6.8	12,188	20.8	2,944	5.1	8,533	14.7	9,502	16.4	58,188

SOURCE: 1965 Statistical Abstract, pp. 224-225.

TECHNICAL ASSISTANCE PROJECTS - ATLANTA REGIONAL OFFICE July 31, 1967

	Industry	Date	Activity	Results	Total	Weekly Benefit	Annual Benefit
1.	Textile, South Carolina	6-28-67	T/A	33 New Hires 4 Up-graded	37	$ 2,134.53	$110,995.56
2.	Textile, South Carolina	7-1-67	T/A	2 New Hires	2	115.38	5,999.76
3.	Textile, South Carolina	6-8-67	T/A	5 New Hires	5	288.45	14,999.40
4.	Construction, North Carolina	11-1-66 7-27-67	T/A	16 New Hires 18 Up-graded	34	3,400.00	176,800.00
5.	Textile, South Carolina	5-24-67	T/A	6 New Hires	6	346.14	17,999.28
6.	Textile, South Carolina	6-21-67	T/A	41 New Hires	41	2,365.29	122,995.08
7.	Textile, South Carolina	6-21-67	T/A	15 New Hires	15	865.35	44,998.20
8.	Textile, South Carolina	6-28-67	T/A	24 New Hires	24	1,384.56	71,997.12
9.	Textile, South Carolina	6-23-67	T/A	15 New Hires	15	865.35	44,998.20
10.	Textile, South Carolina	6-20-67	T/A	100 New Hires	100	5,769.00	299,988.00
11.	Textile, South Carolina	6-8-67	T/A	7 New Hires	7	403.83	20,999.16
					286	17,937.83	$932,769.76

* Related Accomplishments: 2 Summer Training Programs were instigated, resulting in temporary employment for 25 students.

~~EEOC~~

Title VII

PROPOSED TECHNICAL ASSISTANCE PROGRAM FOR J. P. STEVENS COMPANY IN NORTH AND SOUTH CAROLINA

PURPOSE

The purpose of the program is to increase job opportunities and actual employment for minority groups in all job classifications at the J. P. Stevens Company facilities in North and South Carolina. Specifically, the Technical Assistance program is aimed at two objectives: 1) opening job opportunities for all minorities of both sexes, and especially for Negro females, and 2) upgrading minorities of both sexes who are already on the payroll.

RESPONSIBILITY FOR CARRYING OUT THE PROGRAM

The Office of Federal Contract Compliance will provide technical assistance in implementing this program in the nine counties in North Carolina and the ten counties in South Carolina where J. P. Stevens plants are located.

DETAILS OF THE PROGRAM

To accomplish the above objectives, the Affirmative Action Program must involve the company, the minority group community and ancillary groups.

A. The Company

1. A corporate-level meeting will be arranged with top officials of OFCC, EEOC and J. P. Stevens Company to be held on or before March 15, 1967. Goals of the meeting are:

   To inform company officials of program objectives and request their cooperation in their implementation. To seek an official spokesmen of the corporation to join with OFCC and EEOC officials in statewide meeting of company plant managers in North and South Carolina, respectively.

2. Meetings to be held at the state or company division level with plant managers, corporate officials, OFCC and EEOC officials.

a) A presentation will be made of the program as it relates to the company, the minority group community and to ancillary groups.

b) Plants with the best hiring or upgrading of minority groups will be selected and plant visits will be scheduled.

3. Plants selected for technical assistance will be visited by EEOC and OFCC officials. Discussions with the plant manager, personnel and operating supervisors will include assessment of:

a) Discussion of the recruitable minority group labor force in the plant's labor market area.

b) Report on the minority group community's image of the company.

c) Examination of the plant's present recruitment process and current techniques used, if any, to reach the minority group community.

d) Need for creation of local "Skills Banks".

e) The plant's current hiring process steps:

(1) Review subjective screening criteria.

(2) Examine plant's testing program in terms of the Commission's "Testing Guidelines."

(3) Determine whether applicants are presently considered for <u>all</u> job openings rather than only for those which they specify.

(4) Establish location of hiring authority, whether in personnel or operating department.

f) Assessment of current program for upgrading of employees in lowlevel jobs,

g) Plant facilities and production areas will be inspected.

h) Examination of present training programs, if any, employed by the plant.

B. Minority Group Community

Just in the counties — But what of org. reps. for follow through

1. State-wide meetings of government officials, minority group leaders and OFCC and EEOC officials will be held to enlist support and activate individuals and organizations to encourage and assist minorities in taking advantage of opening job opportunities.

2. Local meetings between these same government officials and local minority group leaders will be held:

How many meetings — 10 for same community leaders

a) Local officials of J. P. Stevens will be involved.

b) Information on job vacancies, skills required, making application, testing requirements, and interviewing will be provided to these local minority group leaders.

c) Plant tours for minority group leaders will be arranged.

3. Objectives of working with minority group leaders are:

a) To motivate Negroes, especially females, to apply and prepare for employment in textiles.

b) To establish permanent counseling facilities to assist minorities in making application for employment and in adjusting to the problems of industrial life.

Who & how — Same for Shelby Bonds —

* OFCC — will not have personnel for concerted action — maybe 3 at a time — can fly shift

C. Ancillary Groups

1. State employment security commission offices will be asked to participate in the overall effort to increase minority group employment at J. P. Stevens Company. Both the company and the minority group community will be encouraged to use state employment services.

2. Other groups, such as the Good Neighbor Council, Job Corps, the Neighborhood Youth Corps, and existing Community Action agencies will be enlisted in preparing and placing minorities for employment at the mills.

3. Other groups might be enlisted to finance a private employment service to recruit, counsel, and place minorities -- along the lines of the Employment Guidance Center operated by the Columbia Community Relations Councils.

D. Estimate of personnel required to complete the assignment

1. In view of the number of plants and geographical distribution, personnel requirements are flexible depending on method of approach. There are 67 plants in the Stevens Company, distributed through ten counties each in North Carolina and in South Carolina.

2. Minimum requirements would be two teams of two Technical Assistance Officers on each team, totaling four people.

For Stevens alone? / yes, for 2 months.

3. In addition, one or two people must be available to maintain and review reports, make in-plant reviews and give technical assistance to both plants and communities as required or as requested.

4. It is estimated that it will require two months to complete the program for J. P. Stevens Company. However, it is not possible to use this estimate for other companies because of number of plants, distribution and variety of products made.

###

A PROPOSAL FOR AN INTER-AGENCY PROJECT TO DEVELOP ~~EQUAL~~ EMPLOYMENT OPPORTUNITIES FOR NEGROES IN THE TEXTILE INDUSTRY OF THE CAROLINAS

BACKGROUND.

In January, ~~of~~ 1967 the Equal Employment Opportunity Commission conducted a two day Forum on Employment in the Textile Industry in the Carolinas. Participation in the forum was open to industry, public a~~gency,~~ any private agenc~~ies~~y, and individual spokesmen. The staff of the Commission had secured substantial information on patterns of employment in textile companies. The industry had initially agreed to present statements to the Forum, then decided to abstain, and ~~in~~ at the last hour ~~of the meeting~~ appeared with a statement which had evidently been occasioned by the widepread publicity ~~received by~~ given the meeting ~~and~~ including comment on the absence of industry ~~representatives~~ spokesmen as ~~spokesmen.~~

The Forum provided the Commission with further first hand acquaintance with the textile industry and its continuing ~~employment~~ patterns of discrimination. Further, the publicity received has had a generally salutary effect. The meeting also provided an opportunity for ~~a group of~~ private agencies concerened with the employment ~~discrimination~~ problems of Negroes to begin to think and ~~begin to~~ work together in a ~~more concentrated~~ concerted effort.

Following the Forum the Commission invited ten persons interested in textile employment practices in the cCarolinas to Washington to consult with the Commissioners and staff regarding ~~what sort of~~ the kind of follow up ~~action~~ which would be productive of change. The Commission's ~~wk~~ work and the consultation resulted in a proposal for a broad scale attack on the problem of discrimination which envisaged the cooperation of several other governmental agencies. In brief the proposed concerted approach would follow these lines:

1. Ten of the largest twelve textile companies ~~are~~ hold government contracts. These ten comapanies would be/~~subject to~~/ subject to appropriate action by the Office of Federal Contract Compliance.

2. Those comapnies not ~~covered by the OFCC~~ included in "1" above and ~~who~~ which had ~~no~~ made no ~~attempts~~ visible progress in desgregating employment would be referred to the Department ~~n~~ of Justice for ~~a~~ "pattern and practice" suits as provided under Title VII of the Civil Rights Act of 1964.

3. Comapnies which had made ~~some~~ only limited progress, ~~or had a degree of Negro employment, but which had not made~~ would be ~~the~~ subject to Commissioner complaints. ~~In each of the~~

4. Those companies which have continued to show progress ~~and/show~~ would be urged to make use of technical assistance programs designed to implement ~~improve the results achieved by a comapnies~~ affirmative action moves.

The primary focus of the above efforts would be on those companies falling into a limited number of geographic areas in each of the two states where there was both a concentration of textile employment and of Negro population.

Each of the above approaches can greatly reduce the burdensomeness of attacking discrimination problems through the case-by-case complaint approach.

The private agencies at the consultation recognized the limitations, legislative and political, which handicap governmental programs to end discrimination. They were favorably impressed by the efforts made by ~~by the~~ EEOC and by the encouraging degree of cooperation in the joint effort indicated by the Office Federal of Contract Compliance. They were impressed , too, by the result oriented strategy designed to make ~~the~~/ more efficient use of the resources at hand. They could see, however, ~~some real~~ needs for which either no resources would be available or would be beyond the policy reach of the

governmental agencies. Past experience would lead us to believe that the private agencies would need to follow the process in order to ~~in a way that would allow them to~~ make constructive suggestions, to be a constant goad to assure continuing cooperation among the governmental agencies, to prod local and public agencies when needed ~~need activity~~, and to work to keep ~~on keeping~~ the interest of top-level agency people ~~at a high level~~ in the ~~actual~~ implementation of the program.

With above considerations in mind ~~in the~~ ~~With the various thoghts in mind expressed the preceding paragraph~~ six agencies came ~~have come~~ together to discuss their joint role in the over all undertaking. These agencies are: (1) The NAACP Legal ~~and~~ Defense and Education Fund, Inc represented by Jean Fairfax; (5) The Southern Rural Training Project(A creation of the Citizens Crusade Against Poverty) represented by Randolph Blackwell; ~~The Southern Regional Office of the~~ (2) The National Urban League's Southern Office represneted by (3) Clarence Coleman; Penn Community Services, Inc. represented by Courtney Siceloff; (4) The Southern Office of the AFL-CIO's Civil Rights Department represented by E.T. Kehrer; and (6) the Southern Regional Council, Inc. represented by Emory Via.

~~Following~~ Subsequent to the private agencies meeting together, Jean Fairfax has met on our behalf with ~~M~~ staff and Comission members of the EEOC regarding our continuing interest. Miss Fairfax and Emory Via, as representatives of the group, on April 4, ~~with~~ met with the Assistant Secretary of Labor in charge of manpower programs(which includes training and the Employment Service) to inform him of our interest and to solicit his suggestions ~~for procedures~~ and ~~his~~ support. This meeting was attended by the director of research and evaluation in the manpower area and the equal opportunity specialist of the Department of Labor. It was a friendly and fruitful meeting. We are encouraged by the degree of interest, the perception of the problems at hand(including an awareness of the difficulties in securing cooperation and in fact compliance ~~even~~ even

from agencies funded by the Departments). We also received offers of substantial research assistance -- in making the available data relevant to our projected effort. Later in the day we talked with the head of the policy and planning group in the Secretary's office. Miss Fairfax and Mr. Via also had a lenghty conversation with the director of the Office of Federal Contract Compliance and two members of his staff, including the man assigned to the cooperative effort with EEOC on employment in the textile industry ~~be the liason between OFCC abd EEOC in developing the approach to the Textile industry.~~

This lenghty prelude will give some flavor of what is involved in terms of strategy, and timing, and that indicate thought and action ~~has occurred~~ have already gone into the development of the project and towards making it operative. ~~developing this project and putting it into operation.~~ We feel, too, that this ~~pp~~ background explains ~~provides an understanding~~ why we think ~~feel~~ that the envisioned ~~elements of~~ strategy, potential and actual collaboration, and the limited focus of the total project are evidence that ~~argue for an appreciation~~ a special opportunity now confronts us.

Lang

WHAT IS PROPOSED →

~~It is proposed by the groups joining in this project that they constitute become an advisory committee to~~

(1) The representatives of the groups joining in this proposal will ~~form~~ become an advisory committee to a special inter-agency project to assist in the effort to desegrgate the textile industry of North and South Carolina. This special effort will continue for a period of one year, and should be started as a programmed effort at the earliest ~~possible~~ feasible date to coincide as fully as possible with the projected May 1st date set by EEOC for the ~~beg~~ implementation of their program.

(5) The inter-agency effort will require one full-time professional, a competent secretarial assistant, and the continuing active involvement of the advisory committee and local groups with which they have contact. For certain portions of the program , ad hoc staff will be secured from among indigenous leaders. Travel expenses will be incurred within the Carolinas and ocassionaly into Washington and or Atlanta. We feel that an adequate program can be run for $25,000.00.

(2) The project staff and cooperating agencies would focus on three main areas of work. First, the staff would follow the activities of the public agencies which relate to textile industry employment. Such activities would include ~~This would range from an interest in~~ training programs and the programs ~~to the activities~~ of the various employment service offices. The aim is to assure that these agencies understand their potential role and that they relate constnuctively to the process of employment desegrgation. ~~of employment process.~~

(3) Secondly, the staff will ~~need to~~ take intiative in working with local groups to motivate and recruit Negro workers to apply for jobs or training in the textile industry.

And, Thirdly, the staff would offer technical assistance to those ~~industries~~ companies wishing to engage in affirmative action programs to encourage the employment of Negroes. This function would be closely geared to the programs of other p agencies, public and private, ~~and~~ especially the proposed efforts of ~~the~~ EEOC ~~in this area.~~

At this juncture we are leaving it open as to which agency will be the actual recepient of the funds. We know of no difficulty from our ~~agencies points~~ the point of view of the agnencies and would be pleased to disccuss the best way of handling this with the Foundation. ~~Similarly, since the project has been developed rather rapidly in the att ept to explore the various~~

Staff has not yet been selected although approaches have been made to highly qualified persons who have expressed interest in the project. We would consider it appropriate for any grant to be made conditional upon the selection of a competent staff person.

WHY THIS PROPOSAL IS BEING MADE ⟶

Each of our agencies has a strong interest in employment desgregation. It is not possible, however, with our existing committments to give this special project the time and energy required without providing special staff for ~~re~~ it. We are persuaded that we are confronted with a unique opportunity for collaboration among ourselves and with appropriate public agencies. We recognize that the public agenices due to lack of funds, unavoidable political considerations, inadequacies of the the statues under which they operate, a failure of will, or the lack of a history of cooperation among themselves will require private initatives, assistance, co munication facilitation, and criticism in order to maximise their efforts. For these additional reasons, ~~coupled with the containable size of the undertaking and its limited time period~~ we are persuaded ~~us~~ that our proposed project is much needed.

WHAT IS HOPED FOR FROM THE TOTAL EFFORT →

We feel that five main achievements can be ~~made~~ secured by the effort of private and public groups during the one year period. They are:

1. There can be a substantial improvement in the numbers, and percentage, of Negroes in ~~the~~ entry level jobs in the textile industry ~~of the~~ in the two states. ~~area.~~

2. A wide scattering of Negroes can be placed into clerical, skilled, technical, professional, and managerial jobs.

3. The practices of training programs ~~of all sorts~~ which feed the textile industry can be changed regarding their acceptance and recruitment of Negro trainees.

4. The employment service offices and others related to the recruitment process can be reoriented so that they make realistic efforts in the recruitment and placement of Negro owrkers. ~~There are~~ We already know of now special resources available ~~available~~ for enocouraging ~~this~~ such a development.

In points "3" and "4" it is our aim to ~~provide for~~ encourage sufficient institutional change so that these important on-going functions will begin to operate without discrimination and requiring ~~with~~ a minimum of ~~supervision~~ "watchdogging" from private agencies.

5. From the whole process we would hope to form a much better assessment of the current procedures, accomplishements, changes need in practice and law under which the EEOC, OFCC and other programs operate. We do not propose here a study of these agencies, but simply suggest that our close working relation both at the top and in the field will provide us all ~~it and we are~~ with an important base from which to make an evaluation.

Urban League —
May —
Project Assist —
7 counties

We have left undaid a matter which weighs heavily with us. This total effort is aimed at one of the regions lowest paid industries. Why should this industry be the focus of our attention and what can be done to insure that we do not contribute to locking Negroes in to the region's lowest paid industrial jobs and thereby simply repeating economic history in a new phase?

We have been willing to join in ~~picking~~ selecting the textile industry because in much of the South, and most especially in the Carolinas, the textile industry is predominant. It ~~is/a/place/where~~ provides the largest number of jobs. Indeed, in some areas it provides almost the only industrial jobs. Furthermore, the position of the indusrty is such that it is extremely important to community and political life. What it does has a tremendous influence on the social patterns in the communities ~~and place~~ and in the states themselves. ~~In~~ Also, many of the indusrty's entry level jobs provide an excellent introduction to industrial work. This is a needed exposure for many Negroes moving from menial or agrarian employment into ~~an industrial society.~~ the industrial order.

We hope to provide against the locking-in effect in several ways. ~~We now feel that a rational determination can be made as to which other indusrtires should ~~ ~~ be approached at the same~~ It is important that better quaity industries also, and at the same time, desegrgate. We would hope that our efforts would facilitate either some of our local affilitates or other groups to asssit workers in the development of complaints in those industries. Furthermore, we are already in the process of encouraging the government agencies to seriously consider this problem and take appropriate action. Some of these actions are already underway,

A HISTORY OF THE CONE TEXTILE STRIKE

by Peter Brandon

I. THE SOUTHERN TEXTILE INDUSTRY

Through the South, textile workers have been slaves to the mill owners in the small towns in which the mills were located. These mill owners have used their pervasive influence in these communities to keep out higher paying industries, insure a pool of unemployed mill hands in the vicinity, establish influence over religious and community leaders such that they can be counted on as a reliable and effective ally in the battle against the recurring efforts of textile workers to resist, sometimes with and sometimes without the aid of organized unions.

World War II and the subsequent urbanization of such areas in the South as the Piedmont crescent in North Carolina have eroded the mill town with its mill houses and mill stores and mill churches and mill schools. New industry has moved in, some of it paying higher wages. (Recent studies indicate that 66% of new industry in North Carolina pays the substandard state average or less.) The greater skills needed in the modern textile mills have added to the compley of forces that have been breaking down the barriers that for half a century isolated textile workers in the feudal mill towns from the prevailing industrial patterns of the North.

Increasingly, mill workers are exposed through TV and national advertising to the prevailing standard of living and level of consumption across the nation. The chances are pretty good that the average textile worker today comes into daily contact with organized workers from other industries who have a considerably higher standard of living and are free from the constant fear and anxiety experienced by the southern mill hand. His daddy may not have had a chance in a closely controlled company town but the young generation today may at least have a fighting chance.

The entrance into the southern mills by the Negro due to the 1964 civil rights act is another factor which has increased the momuntum for organization. The earlier paternalistic relationship of the white employer to the white worker, with his fear of the Negro encroaching on "white jobs" is giving way to the acceptance on the part of white workers of the fact of Negro employment and the necessity of united effort; even a grudging admiration of the Negroes' sense of unity and the feeling that the Negro people "got what they wanted by sticking together." The change in attitude in matters of race seems to be related to the degree to which the mill town culture has receded in a given area.

The entrance into the mills of young workers with higher expectations than the last generation and a greater feeling for united action has not dampened in any way the diehard determination of the industry to resist the establishment of effective collective bargaining which would result in contracts containing orderly and fair methods of lay-off, promotion, job security, as well as protection against the stretch-out and increases in wages and benefits. The textile industry is well-known in labor circles for its willingness to use illegal methods to induce fear and destroy budding union organization. It is sad but true that the remedies that the NLRB generally administers in situations where the company violations of the law are proven fact do not begin to provide workers with adequate protection.

The right to organize into unions without fear of being fired, threatened, or in any way punished is an explicit right expressed in the National Labor Relations Act of 1935. Textile companies commonly violate the rights afforded to workers by the act for the simple reason that it is more costly in most cases to have a union contract than it is to re-employ workers and comply with the other orders of the Board and/or courts, one, two or more years later from the time an attempt at organization is made.

Even with the great risks, many workers in the textile industry feel impelled to make the effort and the sacrifice to overtake the great disparity between "cotton mill men" and the rest of America.

In recent years, the Textile Workers Union of America, AFL-CIO, the major union in the textile industry has had success in winning National Labor Relations Board-sponsored elections which are aimed at determining whether or not the employees want TWUA to be their

representative in collective bargaining, relating to wages, hours and conditions of work.

The tremendous effort that the textile worker and TWUA must expend in winning a representation election (which can take a year or more with all the delays that it are possible for the company to invoke) can not be minimized in any way. The hardship that workers must undergo to win the election is often little compared to the sacrifice needed as post-election company strategy reveals itself.

Under the National Labor Relations Act of 1935, both the employer and the union have an obligation to negotiate an agreement in good faith. It is a violation of the act under section 8A5 for either side to refuse to enter into the process of good faith negotiations. Yet the employers in a great many instances intentionally drag out negotiations and refuse to bargain over basic parts of a contract the company knows must be included in order that the contract and the union's ability to enforce the contract remain operable.

The two aspects of a contract that textile owners most often refuse to bargain on are arbitration and voluntary payroll deduction of union dues. An arbitration clause in a contract allows an impartial third party to judge disputes over contract interpretation that arise during the life of the contract.

The other cornerstone of an effective collective bargaining agreement that textile companies generally resist and refuse to bargain over is voluntary pay-roll diduction of dues. In order that the contract have affective policing to insure that the provisions are abided by, there must be included an arbitration provision. The costs of arbitration are high, half of such costs must be borne by the union. The local union at plant level, with its elected officers who work in the plant, must have the financial resources to pay arbitration costs, legal fees, etc. The national union must be able to maintain research education, and legal departments and a staff able to provide aid in negotiations and contract administration as well as an organizing staff. All of these activities must be maintained aside from the critical need for sufficient strike funds so that locals may have a realistic strike potential if it is ever needed.

Employers generally deduct from employees'' paychecks United Fund, U.S. Savings Bonds, employees credit unions and sometimes even city taxes and rent. The whole economy of the nation is built on credit : on money spent before it is earned. Workers appreciate the payroll deduction employers provide for credit unions, and the savings bond program. For as much as they would like it to be other wise, it would be no more possible to save and repay loans regularly without payroll deduction than it would be for the government to collect taxes without payroll deductions.

Workers across America have learned that their local unions must have sound finances. Workers have struck and will strike in the future to insure that in their contracts pay-roll deduction of dues (known as check-off)is provided for. 96%of all industrial labor contracts include check-off.

In labor relations circles check-off is a rule of thumb used to determine if a company and a union have reached a basic understanding and are reconciled to 'living with each other.' If a company refuses to agree to check-off which costs little more to administer and generally the union is willing to pay the costs, the conclusion reached is that there will continue to be difficulties in the plant because the contract cannot be adequately enforced by the local union and the gains made in negotiations will slip away.

It may seem mystifying to the public as to why labor and management emotions heat over the question of check-off. But it is no mystery to the rank-and-file union member, nor to the company Board of Directors--no matter how popular, a union will not be able to meet its obligations to the membership, nor fulfill its obligation under law without some form of check-off. In the South, TWUA generally proposes a form of check-off that is completely voluntary and should not be

confused with a "union shop"; compulsory union membership. Under a voluntary check-off agreement, a worker may sign for check-off on one day and revoke his membership and check-off the next day.

II. THE CONE MILLS STRIKE

Greensboro and the surrounding towns typify in many ways the changes the South has undergone in areas such as the North Carolina Piedmont crescent. Proximity, White Oak, Minneola, and Edna, were all mill villages owned by Cone Mills. The towns were named after the various Cone plants. In Greensboro, the Cone family held sway over thousands of mill families who grew up, lived, and died in the Proximity and White Oak mill-villages which were complete with company stores, company houses, company churches, company schools, and company police.

As Greensboro acquired a ceratin faint cosmopolitan character, P. Lorrilard set up tobacco operations and Western Electric moved in, the "hill" (Cone's side of town) began to break up. The mill town seeped in mill culture became diluted.

Perhaps because a number of Cone plants were located in urban areas, unionism took root. During World War II, the War Labor Board enforced contract provisions that the Board deemed desirable in maintaining industrial peace. Among the provisions included in Cone contracts was check-off and arbitration. After the war, Cone local unions were effective in maintaining good working conditions, and because Cone is a major textile corpoartion, to a degree the industry followed suit.

In the late 40's and early 50's, internal political tensions developed within the Cone locals. The conflict was between the AFL and the CIO. Cone locals were affiliated with the Textile Workers Union of America, which was CIO. They bolted and joined up with the United Textile Workers, a smaller AFL union (up until 1955, the AFL and the CIO were competing organizations). The locals were severely weakened by the internal discord. The UTW-AFL agreed to sign contracts without the check-off provision. The Cone locals bolted again and returned to the TWUA-CIO with which they have remained. The loss of check-off even to strong and sophisticated group of locals was a death-blow.

More than 15 years have passed since the loss of check-off in the Cone contracts of North Carolina. The locals have made numerous and varied attempts to regain their strength. Some of the locals faded out; others went down fighting in a series of strikes. TWUA which has maintained staff and offices even though the local unions have not been able to meet their share of the costs has repeatedly attempted to find some basis which would allow the locals to function.

The Cone family could not be persuaded to change their position against check-off. The simple fact was that the company had found that while they could not destroy the union completely, they could keep it weak by withholding check-off and at least prevent a stronger organization from moving in. The company goes through the motions of collective bargaining and contract adminsitration, secure in the knowledge that in critical questions the union does not have the strength to confront the company. The company holds that it is not in their interest to grant check-off, and refuses to clarify or discuss their statements further.

Since July 1966, a new militancy has sprung up in the Cone Mills. Locals that were little more than paper charters began to call meetings that jammed union halls. New, younger officers, committeemen, and shop stewards took office. The door was opened for full participation of Negro workers in the union with common animosity and distrust subsiding in the interest of gaining a standard of living and working conditions more in line with the national average.

Young organizers and young workers set about building a unified policy committe composed of 200 of the seven Come local union's top leaders. Organization was intense; everyone was welcome; young workers at first and later older workers became increasingly involved and committed to gaining a fair

collective bargaining agreement. When the Cone contracts which were being negotiated the union made seven proposals, modest by any standards:

1. a five percent across the board increase with a Cost of Living index clause
2. three more paid holidays (they now have only three)
3. two weeks paid vacation after five years of service, and two weeks vacation with three weeks average earnings after ten years of service
4. sickness pay of $27.50 a week
5. pension plan on the basis of $1.00 a month for each year of service to be raised to $1.50 a month
6. Union representatives to be allowed access to plants to hear workers' greivances and a union engineer to to be allowed access to the plants to make time studies to determine work load. (The purpose of this would be to end stretch-out).
7. Check-off--pay-roll deduction of union dues.

As things turned out, it was not lack of agreement on the union's proposals that sparked strike action. It was the company's unwillingness to enter into the collective bargaining process in good faith, on a number of critical issues, that has created a crisis involving 6,000 Cone workers.

TWUA filed charges with the National Labor Relations Board citing illegal action on the company's part. The NLRB has issued a complaint against Cone mills, upholding the union's contention that:

1. Cone Mills threatened and intimidated workers for union activity in a number of instances.
2. Cone Mills fired nine workers for participating in a legally sanctioned protest strike.
3. Cone Mills refused to bargain in good faith the question of check-off; Cone Mills refused to bargain in good faith and supply vital information concerning the pension plan.

Cone unilaterally initiated in January, 1966, a pension plan over the protests of TW A. Workers with over 50 years of senioroty will have a maximum of $20 a month under this plan.

Frustration over Cone's refusal to comply with the National Labor Relations Act prompted a one-day general strike of all Cone locals. The strike was legally protected in that it was aimed at protesting unfair labor practices committed by the company. Under the law workers cannot be fired or punished for this form of strike action.

At present, ther is no improvement in the company's position. Cone locals, therefore, contemplate a series of strikes aimed at protesting specific violations of the law committed by the company.

Perhaps more than the economic loss to Cone Mills that occurs during a strike, public condemnation of the company's labor policies will move Cone to good faith in its dealings with the Cone workers' Joint Policy Committee. Cone has invested millions of dollars to maintain fine public relations, and his image as a generous community benefactor is one of his most prized assets. The special sensitivity which Cone feels toward public opinion is a clear holdover from the old mill-culture days when the owners considered themselves the "fathers" of the entire community. This inordinate sensitivity, coupled with the fact that Cone's good name" has been purchased with the sweat and ill-paid labor of hundreds of thousands of workers, should make the company especially vulnerable to public moral sanction.

III. PROFITS VS. BENEFITS

But while Cone workers fight this battle, the southern textile industry still maintains wage and personnel policies that have a severe depressive efffect on the ecomomy of North Carolina and a number of Southern states.

The per capita income of the Southern states is 25% below the national average and 35% below the middle eastern regional average. Of the 50 poverty areas selected as "targets" for special attention by the office of Economic Opportunity, 46 are in the South.

The Bureau of Labor Statistics figures show 36% of southern production workers below the $1.50 per hour "poverty line." 45% of all southern textile workers receive $1.50 per hour or less.

The average American production worker earns $2.75 an hour. The average textile worker receives $1.87 an hour. The North Carolina textile worker receives $.92 an hour less than the average American worker.

This below-average standard of living is not only the result of wage policy. Pensions, medical insurance, vacation, and holidays are also substabdard to the national average.

The auto industry pays production workers a total of $.90 an hour in benefits in addition to wages. The average American production worker receives $.50 an hour in ebenfits. The southern textile worker receives $.15 an hour in benefits--less than one -third the national average.

The lack of profits is not acceptable as an explanation of why one out of three textile workers earn poverty wages. Productivity in textiles for the last ten years is up 5.1% per year as compared with a national average of 3.5%. Textile profits are record-shattering. Profits on net work for the second quarter of 1966 is 20% before taxes. In 1964, textile profits after taxes were 43% above 1963. In 1965, profits were 37% above 1964 and in 1966 profits were 17% above 1965. While employers boast of record profits, textile workers remian the lowest paid of all major industries.

Textile industry does more than reinforce a substandard of living affecting hundreds of thousands of families in the South. Arbitrary and harsh policies that result from free management unrestrained in the effort to maximize profit and minimize labor cost create severe and inhuman pressure on workers.

Throughout the South, textile workers are all too familiar with what has come to be known as the "stretch-out." This noxious practice of ever-increasing work loads for the same rates of pay has broken many a healthy man in the textile mills of the south. The combination of heat, intense lint, and noise, together with the fear which comes from lack of any real job security and the arbitrariness of a management with an economic stranglehold on the textile worker has been responsible for the deep-seated hope echoed by the Osborne brothers: "Lord, don't let my son grow up to be a sweaty cotton mill man."

Contact: James A. Morrissey
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Sent from Washington

TEXTILE INFORMATION

AMERICAN TEXTILE MANUFACTURERS INSTITUTE, INC. / 1120 CONNECTICUT AVE., N. W.
WASHINGTON, D. C. 20036

FOR IMMEDIATE RELEASE

Washington, Feb. ___ --Employment of Negroes in the textile industry has advanced eight times faster than the average for all manufacturing industries since 1960, the American Textile Manufacturers Institute reported today.

An analysis of U. S. Department of Labor statistics shows that of the 984,000 people employed in the textile industry in 1968 some 94,000 were Negroes. This is an increase of 10,000 over 1967.

Latest figures available from the Department of Labor of the State of South Carolina, one of the major textile-producing states, show that Negroes constituted 14.3 percent of the textile mill labor force in South Carolina in 1967. This is a 31 percent increase over 1966.

In 1967, the South Carolina textile industry employed 20,068 Negroes and 120,632 whites. Negro employment in 1967 increased by 6,251, while white employment fell 3,776.

According to the Bureau of Labor Statistics, 3.3 percent of the textile and apparel workers nationally in 1960 were "non-whites." This figure rose to 8.7 in 1967. The all-manufacturing average for "non-white" employment in 1960 was 7.6 percent and 9.3 percent in 1967. In the textile industry, most "non-whites" are Negroes.

Inside TEAM

Send copy to Gil Bombers

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Grant Proposal

The funds requested, if granted, would be used to increase the number and level of Negro employment in the textile industry of South Carolina, and to help stem the flow of rural Negroes to Northern ghettos.

Description of the Problem

Textiles account for about 2/3 of the State's manufacturing employment, largely without union organization. The industry is concentrated mainly in the area of the State known as the Piedmont. While there is no precise and uniform geographic definition of the Piedmont, it is generally agreed that about 15 of the State's 46 Counties would include that area, and we propose to concentrate on them. Some data about those Counties is attached. Generally speaking, they are rural and semi-rural areas of the State, heavily impacted by the textile industry and Negroes, and especially Negro women, are under-utilized. Negroes at the skilled and white collar levels are virtually non-existent. The result is that in none of the counties does the average family income of Negroes even approach the minimum poverty level ($3000 per year) even though the income for all families approximates that of the average non-salaried worker in the State and is well above the poverty line. The industry has, for generations in the State, demonstrated its capacity to make industrial workers of people with little or no previous industrial experience. See generally, the People left Behind, A Report by the President's Advisory Commission on Rural Poverty, Washington, D. C., Government Printing Office, September, 1967; The Advancing South: Manpower Prospects and Problems, by James Maddox et al, Twentieth Century Fund Report, New York, 1967; Employment Patterns in the Textile Industry of North and South Carolina (A Summary of the Transcript of the Public Forum on Employment Patterns in the Textile Industry, Charlotte, North Carolina, January 12 - 13, 1967, sponsored by Equal Employment Opportunity Commission) EEOC, Washington, D. C.; Negro Employment in the Textile Industry of North and South Carolina (commonly known as 'the Osburn Report'), Donald D. Osburn, Research Report 1966-10, 1966, EEOC, Washington, D. C.

Existing local civil rights groups have devoted, at best, minimal and sporadic attention to the specific issue of equal employment or the the narrower issue of equal employment in textiles and tend to attempt to deal broadly with civil rights

issues (e.g., voting, education, public accommodations, etc.). Moreover, they are all voluntary and without professional staff assistance.

Description of TEAM (Textiles: Employment and Advancement for Minorities)

After many months of discussion, TEAM was formed in late 1967 by six non-public agencies, with representation on TEAM's Board as follows: Courtney Siceloff of Penn Community Services, Inc., Chairman; Miss Jean Fairfax of the NAACP Legal Defense and Educational Fund, Inc., Chairman of Field Coordination Committee; James Wood, Southern Regional Council; Richard Lyles, Southern Regional Office of the National Urban League; Randolph Blackwell, Southern Rural Action Project; and E. T. Kehrer, AFL-CIO, Civil Rights Department, Southern Area. Representatives of these groups who are members of TEAM's Board meet monthly and give general guidance to the project. A Director, who is an attorney with an extensive background in civil rights matters, including governmental experience, directs the project from offices located in Greenville, S. C., the "Textile Center of the World." His duties include the following:

"4. The Director will identify, train and support local leadership in textile communities which are capable of sustaining equal employment opportunity programs. The Director will be responsible for organizing leadership training workshops, for developing and disseminating materials for action programs; for helping local leaders develop relationships with plant management, employment, employment agencies, public officials, etc...

"6. The main focus of the project will be advising Negroes of their rights to equal employment opportunity, recruiting qualified workers, directing potential employees to training programs and to other resources and assisting persons who believe they have been discriminated against to file complaints to the appropriate agencies. To extend the outreach of the project, the Director will develop a corps of volunteer and/or paid community workers, depending upon the availability of funds, and will train and supervise them in this program of education and recruitment...."

(Emphasis added)

Part of the mode of operation may be gleaned from the attached workbook which was prepared by TEAM for distribution as a 15 county area Piedmont Conference on Jobs and Training at Wofford College in Spartanburg, S. C. on December 2 1967 sponsored by the S C State Advisory Committee to the U. S. Commission on Civil Rights. TEAM also gave assistance in connection with the conference. A copy of a TEAM document distribution at a follow-up TEAM sponsored Mass Meeting on Jobs and Training in Spartanburg County (February 6, 1968) is enclosed.

While TEAM has no Federal financial support, it does have a working relationship with the U. S. Equal Employment Opportunity Commission (EEOC), especially the Atlanta Regional Office, Office of Federal Contract Compliance (OFCC) of the U. S. Department of Labor and the U. S. Department of Defense (DOD), all of whom have equal employment responsibilities either under Title VII of the Civil Rights Act of 1964 or the Executive Order relating to Government Contracts or both. They have committed themselves to give major attention to textiles over the next few months. TEAM is funded through September 1968.

Funds - - Use and Amount

The funds herein requested would be used to train and compensate 15 community workersfor engaging in a program of education and recruitment from March through September 1968. A 2 or 3-day training workshop would be held in March 1968 to provide trainees with orientation, guidance and specific information. Thereafter, for about 6 months they would fan out over the 15 counties.

Under the general supervision and with the assistance of TEAM's Project Director, they would visit all or selected textile plants in the counties, obtaining specific information, including information about available jobs, and form and report judgements as to which companies and plants seem to offer significant possibilities for quick and visible changes in the present patterns of Negro employment; they would obtain and compile information about other resources in or available to these counties such as training and referral. They would identify and recruit the Negro unemployed and underemployed in the area and refer them to available jobs and training; they would work closely with existing community organizations in these communities and would, where advisable, help to create new organizations dedicated primarily and specifically to equal employment for Negroes in Textiles, and provide staff assistance to them; they would assist Negroes who believe they have been discriminated against on account of race, color or sex to file complaints. Reports on their activities would be required. On the basis of those reports, TEAM's Project Director in consultation with the Board, might shift personnel or geographic emphasis and concentration from time to time as that appears advisable. These persons would work on a part-time basis over about 6 months and the average compensation would be about $50.00 per week. The amount of money needed is $19,500 (26 weeks @ $50 equals $1300 times 15 workers equals $19,500.)

Respectfully submitted,

Courtney Siceloff,
Chairman of the Board

(23) File -

Juanita O. Harrison
TEAM AID
212 N. Petty St.
Gaffney, S. C. 29340

EMORANDOM

o: TEAM

ROM: Juanita Harrison

ubject: My activities with TEAM

n the out set I would like to thank TEAM for welcoming me aboard with other EAM members. Both words and time is inadequate to tell you just how much TEAM as ment to me. The experience at FROGMORE was a wonderful one for me. If it had ot been for TEAM I would have never seen or heard of Penn Center, I was able to o meet people that I would never have met. I learned more about TEXTILE than I ad ever heard of before. I have lived here in Gaffney, S. C. for fifty years and ad never seen inside a Textile plant until TEAM came my way .
~~eginning Friday, April 19,1968 I attended a work shp~~

My activities began with Team by attending a workshop at Frogmore,S.C. he workshop was for three days , Friday until Sunday at Penn Community Services,INC he Work shop consisted of periods of Questions and answers ,Panel Discussions nd fact findings. The group was made up of TEAM AIDS and our project director r. M. Johnson alomg with Textile Executives,Personel managers, TEC Education pecialists and others. Everything that was said and done was centered around QUAL EMPLOYMENT IN THE TEXTILE INDUSTRIES. TEAM AIDS were given information on he following How the Industry worke,their training program,Legal rights to Employent and finally what was expected of TEAM AIDS by Mr. Johnson and others.

Lastly but not at all the least was the hospitality and the good food which am sure was enjoyed by all.

The first three days I worked was trying to get a ten person committee set p and the first few people I asked, asked me what do I get out of it? I told them hey should get a great deal of joy out it, knowing that they had helped some one lse to help themselves. Then I remembered that Mr. Johnson told us that ti would e fine if we could get an organization to work with us.Then I asked a group of adies that are working with teen agers ,I am the secretaty of this gruop. I am he advisor of the Y.W.A.s of Cherokee county ,and I visit all the churches in the ounty and thruogh these organizations I have been able to reach a large number of eople.After I made personal visits to the different churches to encourage people o apply for jobs in factories,and I literaly begged them that were hired to tay on the job and work . The very first person I reccomended to Bill Sprouse t LimestoneMfg. he hired her and I asked her to work with me in helping to get ther black people in the mill and I asked her to let me know when another was ired, she was very cooperative, Yhen I got a girl who was working in the Carolina earl to keep me informed as to the no of hired blacks in that mill.

I succeded in getting one man and one woman in each of the mills to help me n acquring knowledge about the hired and fired in their perticular plant.

From the time I began work with TEAM until Aug. I visited the Referell ffices here and in Blacksburg each week and they gave me the names of the people ho were on their list that needed work and I intern went to them and carried them o put in an applicationfor a job. I didnt visit a single plant that had a black ersonel manager and each ~~the~~ told me that there were no openings forthese jobs now.

Here is a report on the plants as I visited them (1) Limestone Mfg. the nterview was with Bill Sprouse he was very nice in his speaking but the information hat I got from was not too pleasing he said he had no jobs for black women accept obs that were for men. he said he could use plenty men with weak minds and trong backs. he said in his plant there were no jobs for a college graduate.

how ever I kept carring black women to the mill Out of the sixty seven (67) I carried and sent to the mill more than twenty (20) were hired.

The second mill I visited was Paccolet Mills and I talked with Mr. Edwards there Mr. Edwards gave the following information, they did have a large number of black male help but only a few female , but refused to tell me how many,neither would he tell me what percentage was black. He did say there was no discrimination in their method of hiring. .Iasked him if he had a black man on a white collar job he said no but if one was qualified for such a job he could get it. Iasked other questions about their way hiring he said themost he hired was walk ins. He said he did have on the job training.

The third mill I visited was the Magnolia Plant there I talked with MR.West. this is a gist of the conversation, after he went throuhg hie procegers of we we do not discriminate at this plant and we hire who come regardless of what color they are.Then I asked him about the number of black employees that were there and what percentage was male or female and he said that was confidential information that he could not tell me. Then I told him that I had brought a young man with me that had been fired from that mill and what was the possibilities of him being ~~thhirednpany anddtheirnnnbbbyyesto put in another application. He then told me that~~ rehired he told me that the person would have to put in another application.

He then told me that the company and the employees was as party to party and that they didnt need a third party I asked him not to consider me a third party.

My Fourth contact was by phone I tried to get an appointment with Mr. Ray Perdue at the Cherokee Falla mill and I was told that it wasnt necessary for me to come down there because mt Wilson had already talked with Mr. Johnson and what ever business is to be transacted it would be done between them. He also said there had been some correspondence between Mr. Wilson and Mr. Johnson. And he just shut me off right there.
My fifht contact was with the Derry DEmask Mill which is a very small mill that employ only thirty eight or thirty nine people the turn over was small but of the 38 or 39 there were four black women and five black men. To this mill I refered five ladies but as of now none of them were hired.

My sixth mill visit was with the Gaffney Mfg. Co. there I talked with Mr. Cromwell his story was the same as all the others they hire as they come,they train on the job,there is no discrimination. I carried two girls with me both of them good typists, and I asked him about a job for them other than doffing or filling btrys, he said all the office workers there started at the bottom and worked up. there are a large number of black working at the Gaffney Mfg and since TEAM has been here it hsa not been so hard to get a job in any of the mills. only one is real tough and that is the Carolina Apearel.

7th Mynext visit was with the MOnsanto Co. this mill changed its name or ownership just recently, it was Chemstrand,any I talked with Mr. W.E. ~~Cramwell~~ CAVWell,at this mill nylon is put on spoolsMr. ~~Cromwell~~ CAVwell said they had on the job training, but theirs is different from the others in that training at this mill is onlt twice a year and they train a large number at the time. I asked him about the no of black working at the mill he said he had ~~alme~~ a large number of black both men and women. when I asked him if he had a whete collar worker there he said they all wore a uniform on the job but he said I have a black foreman in the shipping department and he was over the white that worked in the department. When I asked Mr. Cwell about advancem ment in the plant he said it was pretty hard for a person to advance.
CAVell is the name of the P.M. above

8th The seventh Mill that I visited was the Minette Corporation this is also a small that make bed spraads, I talked with a Mrs.Spencer the Ass. Manager Mrs. Spencer

said there were no black working there,but they did not discriminate against the black I asked her did any black ever apply for jobs there? she said tow girls came and put in applications, one girl took her application with her and the other one never came back I asked her did she call the girl she said no.then I asked her how did she advertise for new help she said she never needed any, I said to her is it true that no one is ever sick or ever retires? then she said when she hired some one they would have to be experienced, because it would take two tears to train a p person to work there. I asked her if a black woman came there for a job would she train her to work then she said very quickly we dont have an opening.

My next contact was with the ~~Blacksburg mill~~ Burton Dixon I takled with Mr. Wilkins and in brief he said seventy pre cent of his workers were black, he said his company was the first to hire black women. He said his company is not a textile plant.He also stated that there were no discrimination at the plant I went all through the plant and black and white were working side by side.

I went to the Blacksburg Mill and talked with Mr. Wilson who was personell Mgr. Mr. Wilson answered only a very few of my questions he said like the others taht the information I wanted was confidential to company and employees.;hesaid he did not have a training progran, the applicants learned by observation, ans was helped by the other employees.

My next visit was to the Hamrick and Musgrove Mills office there I talked with Mr. Fulton I carried Miss Perniece Thompson with me and he hired her the next week.The information I received from Mr. Fulton was about the same as that of the rest of the personell managers Fulton said blacks did not ask for advancements btu if they did he would be obliged to advance them.

My next experience was to try to find a Jonathan Logan which I havent been able to understand as yet,I went to the address that was given to me ,and when I got there the office girl says that the plant was in Spartanburg,S. C. then I finds out the Carolina Apearel has pufchased the Co. but says the dont know Jonahan Logan is. there was a factory here that made children clothes but it refused to integrate and closed down.Some one says that was the plant but I dont know.

More of my activities: I helped the school boys eget jobs in the gracery stores I carried presons to the employment office to get blanks to fillout to get federal employment,at the presant I have four ladies getting ready to take a test to get jobs in the employmemt office which is all white. I carried young ladies to the peach shed to get employment, to the glove factory,

I visited the chamber of commerce, the merchants Division and every time I had the oppertunity to try to help some one get a job regargless to what kind it was I did. I helped fill out applications, helped others get social security nabbatsandsabendsd all the civic meetings. we ,that is a group was displeased about the school situation and there was a petition to be sighned Isighned and encoucaged all I could to sign to. in affect HEW came and some of the issues was changed but not all. We have not been able to get a day care center here as yet We have here what you call Community Action , here free cuorues in sewing, carpentry, brick masonary is taught and in this same building is a youth recreation center which has a pool table, ping pong table, juke box and a piano.

Because of the lack of free services from the citizens it is not doing too much for either the teen agers or the adults.

THIS IS A NUMERICAL ESTIMATE OF MY ACTIVITIES

I have no way of knowing exactly how many people were hired because they wont give you that information at the mills and the ones that are hired seem to be afraid to tell you that they are workimg. the number that I am giving you are the ones that I am sure of but I am sure that the actual amount is twice the number that has been hired because of team. * D.K. is for Dont Know

Name of Mill	No referred	No. Carried	No hired
Limestone	67	10	5 4
Paccolet Mills	3	1	D.K.
Magnolia	23	7	add 10 + 3
Cherokee Falls	7	0	3
Perry Demask	4	4	DK
Gaffney Mfg.	32	12	28
Monsanto	6	4	DK
Linette	2	1	0
Burton Dixon	17	0	14
Blacksburg Mills	37	18	3
Hamrick and Musgrove	11	11	add 1 more 2
Carolina Aperal	50	0	18
OTHER INTERPRISES			
Glove factory	4	4	1
Hystron	6	0	4
Peach shed	20	4	10

Now there are black faces in every chain store , and most of the other stores.

so far more could be hired there are no clerks in the dry good stores as yet, I mentioned it when I was at the chamber of commerce and I was told that they could not tell the merchants to hire or force ony ,but they could offer suggestions when the oppertunity presented itself.

So in my opinion TEAM has done agreat deal for Cherokee County.

In my work I have fornd plenty complainers, and the complaints were justifiable, but just as soon as the one complaining found out he or she had to sign the complaint and maby have to go to court they said drop it or Ill let you know later. Most of them are afraid of loosing their jobs and when you explained to then what TEAM would for them they seem not to believe it or they were just afraid.

AFFIRMATIVE ACTION PROPOSAL SUBMITTED BY THE
NORTH CAROLINA GOOD NEIGHBOR COUNCIL

In view of data presented during the EEOC Forum on Textile Employment in North and South Carolina showing under-utilization of non-white workers by the textile industry and a tendency to confine non-whites to menial or dead-end jobs; and in view of the desire of the State of North Carolina to increase per capita income, to broaden job opportunities for its citizens and to secure for each North Carolinian the right to work at the highest level his abilities will permit without impediments due to race, creed, national origin or sex, the North Carolina Good Neighbor Council submits the following proposal for consideration by the Equal Employment Opportunity Commission:

PROPOSAL

The North Carolina Good Neighbor Council proposes to undertake a program throughout the state designed to expand job opportunities for Negroes in all job categories of the textile industry of North Carolina. The program would require a grant from the Equal Employment Opportunity Commission of $29,500 and would proceed as follows:

I. GENERAL EDUCATION PROGRAM

The Good Neighbor Council would conduct an education program designed to acquaint all segments of the citizenry with the new opportunities now available to minority-group workers; the benefits therefrom which accrue to all citizens and business, and the need for further expansion of such opportunities.

A. Textile Mills

Groundwork for an education program among the North Carolina members of the American Textile Manufacturers, Inc., would be laid at a conference with the ATMI executive director, F. Sadler Love, who has promised cooperation in efforts to improve the Negro's position in the industry. Following such a conference, which will explore possibilities for joint action, a letter signed by Messrs. Love and Coltrane, will be directed to each ATMI member in the state urging fuller use of Negro potential, calling to their attention the low employment by the textile industry of Negro women and both Negro men and women in the skilled or white collar categories, suggesting greater willingness to extend recruitment efforts into Negro communities and to train promising Negroes for entry jobs and for promotion. At least two additional mailings to the ATMI list and possibly a statewide conference of textile mill executives would be scheduled later in the year.

B. Principal Organizations of the State

Letters calling attention to the Good Neighbor Council's objective of eliminating such employment barriers as race or sex and of encouraging

B. Principal Organizations of the State - Cont'd

minority-group members to aim toward new and better goals would be directed to human relations councils and to organizations with state-wide membership, seeking their cooperation in improving the climate for equal employment opportunity in each community.

by EEOC indirect

C. Church Groups

One person would be hired by the Good Neighbor Council to work part-time for 12 months among the church groups to stimulate increased attention to the need for elimination of barriers to employment based on race, religion, national origin or sex. Organization of study groups or social action units would be suggested; ministers would be encouraged to direct their congregations' attention to the moral issues involved. Groups already formed or yet to be formed would be urged to study the employment patterns in their own cities, to make public their opposition to any discriminatory patterns or practices they might uncover, and to press for elimination of such discrimination.

D. Civil Rights Organizations

The Chairman of the Good Neighbor Council and the Project Director will confer with the civil rights leaders of the state to map out a plan for maximum involvement of each civil rights unit in an effort to encourage minority workers to aspire to and apply for jobs in the textile industry. Advice of these leaders will be sought as to the best avenues for reaching the Negro population with an education program which would inform them of new opportunities in employment and help establish each individual's confidence in his ability to take advantage of those opportunities.

E. Schools

High school principals of predominantly-Negro high schools in or near textile areas will be informed by letter of the Good Neighbor Council's program and will be urged to acquaint students with minority members' rights under Title VII of the Civil Rights Act of 1964 and with the changing employment patterns throughout the state. Lists of the more skilled, the technical and professional opportunities in textiles will be developed for posting on high school bulletin boards, and students will be encouraged to consider entering courses of study or training leading to such careers. The students' attention will also be drawn to the existence of clerical jobs in textile plants, and they will be encouraged to develop clerical skills in high school. A letter to county school superintendents in textile areas will suggest that they explore with nearby textile manufacturers the possibility of cooperatively establishing within predominantly-Negro or Indian high schools classes which would equip young people for textile employment.

II. STATE AND LOCAL AGENCIES SERVING TEXTILE INDUSTRY

The North Carolina Good Neighbor Council will arrange a conference with the heads of all state and local governmental agencies which provide services affecting the textile industry. These administrators will be urged to orient

their programs toward greater inclusion of Negroes. Examples of agencies which would fall into this category are: Employment Security offices; bodies which regulate intra-city or -county transportation; Department of Vocational Education; Community Colleges; Department of Conservation and Development, etc.

III. AN INTENSIVE PROGRAM IN FIVE TEXTILE WORKFORCE AREAS

Five areas have been selected with the combined characteristics of heavy textile employment, heavy Negro population and heavy manpower availability. An intensive effort will be conducted among them.

	Textile Units	Employment	Non-White Population
A) Burke-Catawba-Iredell	236	19,384	21,595
B) Mecklenburg-Gaston-Cabarrus	182	49,550	94,072
C) Forsyth-Guilford-Rockingham-Alamance	215	45,388	176,207
D) Robeson-Cumberland	20	4,310	63,946
E) Halifax-Northampton	8	2,458	49,019
or alternatively, Buncombe	14	3,715	14,040

These five areas contain more than 600 textile units. It would be impossible for the Project Director to reach each of these. He will, therefore, select 100 mills for a personal visitation, choosing those units which show the greatest employment and least utilization of non-whites, as well as those which are new or expanding.

The Textile Workforce Areas listed above should be viewed with some flexibility because it is recognized that once the Project Director has begun work in the field, he may encounter factors indicating that it would be more fruitful to substitute an area not here identified for one of the above, or that it would be advisable to extend his efforts into counties adjacent to those listed above. Changes made in the proposed areas of concentration may be made by the Project Director after receiving the approval of the Chairman of the North Carolina Good Neighbor Council and the EEOC Regional Director.

1) Textile Plants

Each employer will be asked to cooperate with the Good Neighbor Council program. He will be urged to re-evaluate his recruitment methods; to extend them into the Negro communities; to review his job placement practices as applied to non-whites; to reconsider his testing and other screening practices and promotion procedures and to make available to Negro applicants and employees greater opportunity for training on the job. Such practices as exclusion of Negroes from skilled, clerical or supervisory jobs will be called to his attention as violations of Title VII, and he will be urged to make affirmative efforts to place qualified non-whites in such positions.

1) Textile Plants - Cont'd

The employer will be urged to communicate to all employees his policy of judging employees solely on their merit so that supervisory and personnel employees will know to put the policy into effect in respect to all openings in the plant, and so that Negroes pioneering in non-traditional or supervisory jobs will not be required to endure a hostile reception from fellow employees.

Employers will be asked to list with the Good Neighbor Council job openings as they occur.

2) Training Programs

An industry-organized training program, partially financed by MDTA, is operating successfully today in the King's Mountain area. The official conduit of the MDTA money is the Employment Security Office, but that office appears to have little part in the operation of the program. 28 textile manufacturers participate, organized as the Industrial Association of King's Mountain area (Cleveland County). Three hundred (300) persons will be trained in textile skills. Not all have yet been recruited, but of those now in training, 60 are Negro, according to Joseph Vale, the Association's Executive Director.

There is every reason to believe that similar programs can be organized in each of the other textile concentrations. Once the program is established, the Equal Employment Representative would engage the cooperation of the effective forces within the Negro community to recruit Negroes for positions in the training classes. These would include the Urban League, NAACP chapters, ministers, principals and counsellors in predominantly Negro high schools, anti-poverty agencies (including Charlotte's OEO-funded Bureau of Employment, Training and Placement, headed by James K. Polk, a spokesman at the Textile Forum) and Employment Security Offices.

In approaches to members of the textile industry, as in planning the training programs, particular attention will be paid those job categories from which Negroes in general or Negro women in particular are virtually excluded. This would include clerical positions, as well as such production jobs as knitting or dyeing.

Efforts will be made to involve the mayors and lesser officialdom in support of the program in each textile area.

3) Stimulation of the Negro Community

Vista + BES

In each Textile Workforce Area a member of the minority community will be hired on a part-time basis to work within the minority community toward stimulating broader interest in textile employment; toward identifying roadblocks to textile employment for non-whites and developing solutions; and toward encouraging non-white adults and students to aim higher than they have ever aimed before, and to pursue training or education toward that end.

In the course of this work within the minority community, the Special Representative will bring together the Negro and civil rights leadership, organizing them into an advisory body or leadership council. This group would

3) Stimulation of the Negro Community - Cont'd

include NAACP and Urban League leaders, ministers, teachers, principals, and leaders of Negro church, civic, fraternal and women's organizations and Negro officials of any anti-poverty agency or employment or training agency which may exist in the area.

A principal objective of the Special Representative will be the dissemination within the Negro community of information concerning job openings in textile plants and the encouragement of Negroes to apply for them.

IV. PROPOSED BUDGET

A grant of $29,500 would be required to carry out this program. The amount would be budgeted as follows:

1	Project Director	$ 9,000
5	Part-time Special Representatives (1 for each Textile Workforce Area @ $1,500) (omission 4 mos effort)	7,500
1	Religious Group Representative (½ time for 12 months)	4,500
1	Clerk-Typist	4,000
	Supplies, Postage, Travel and Expenses	4,500
	TOTAL	$29,500

for 100 plants & select rest of the program including establish training programs.

All personnel employed for this program will be selected by the Chairman of the North Carolina Good Neighbor Council in consultation with the EEOC Regional Director in Atlanta. The Project Director will undergo a week's orientation at the EEOC headquarters in Washington.

Vista - BES - recruiting

How supplemented by Reg. office
Voluntaristic
How relate to enforcement
Don't let them off that hook

Good effort for N C, but for EEOC —

Who gets MDTA — & does EEOC give cover
& what standards

Not to white chamber — funds EOC

TEXTILE WORKERS UNION OF AMERICA
Research Department
New York, New York

C #35
Rev. 5

Mills Owned Outright or Controlled
by Deering, Milliken Interests

Company & Location	Product	No. Emps.	Date Acquired
Maine			
Machias	Filament rayon fabrics	90	2/56
New Hampshire			
Exeter (Milliken Industrial Inc.)	Dye and finish cotton and synthetic, and industrial fabrics; mercerize piece goods	435	2/66
Pennsylvania			
Wycomb (Gayley Wycomb Corp.)	Knitted elastic powernet, novelty elastic goods, covered rubber thread	125	4/65
North Carolina			
Columbus	Woolen piece goods	200	(1951)
Red Springs	Synthetic and blended fabrics) ---	800	4/63
Robbins	Synthetic and blended fabrics)		4/63
South Carolina			
Abbeville	Rayon & woolen blended woven goods	1000	
Barnwell (Barnwell Woolen Mills)	Woolens and synthetic blends	850	4/63
Belton (Peerless Mill)	Synthetic and blended fabrics	300	4/63
Blacksburg (Pacolet Industries, Inc.)	Textile finishing (cotton-polyester fabric)	400	(1963)
Clemson (Excelsior Clemson Mills)	Synthetic yarns, cord and tire fabrics	400	(1945)
Gaffney (Gaffney Mfg.Co., unit of Pacolet Inds.Inc.)	Broadcloth, bandage cloth, sugar bag cloth & print cloth	1100	
Greenville (Judson Mills)	Fine cotton and rayon fabrics; dye & finish	1100	
Hartsville (Pacolet Industries, Inc.)	Broadcloth	450	
Honea Path	Synthetic and blended fabrics	250	4/63
Johnston (Excelsior Worsted Mills)	Worsted suiting fabrics, fancies and piece dyes	550	(1943)
Kingstree	Men's and women's wear woolens	175	4/56
Laurens (Clemson Industries, Inc.)	Weaving		
Laurens (Laurens Mills)	Synthetic fabrics and sales yarn, knitted fabrics	650	
Lockhart (Pacolet Industries, Inc.)	Wide print cloths, diaper cloth, knit fabrics	728	

Company & Location	Product	Emp.	Acquired
South Carolina (Cont'd.)			
McCormick (Excelsior Worsted Mills)	Worsted, weaving and knitting yarns	500	(1947)
Marietta (Gayley Mill)	Elasticized fabrics	600	(1951)
Marietta (Mayco Yarns, div. of Magnolia Inds.,Inc.)	Texturized yarns for hosiery and outerwear		
Pacolet Mills (Pacolet Mills Div.)	Sheetings and drills	700	
Pacolet Mills (Pacolet Yarns Div.)	Cotton yarns		
Pendleton (Excelsior Worsted Mills)	Dye and finish worsteds and rayon suitings	300	(1949)
Pendleton (Pacolet Industries, Inc.)	Filament synthetic fabrics	400	(1948)
Saluda	Spinning	200	(1966)
Spartanburg (Pacolet Industries, Inc.)	Combed cotton and synthetic fabrics	1200	
Union (Excelsior Woolen Mills)	Men's and women's wear woolens; dye and finish	440	
Union (Monarch Mill Div., Pacolet Inds., Inc.)	Wide print cloth, industrial and synthetic blend fabrics	929	
Union (Ottaray Mill Div., Pacolet Inds., Inc.)	Cotton corduroy and poplin, synthetic blend fabrics	320	
Williamston (Williamstown Weaving Plant)	Synthetic and blended fabrics	400	4/63
Williamstown(Williamstown Throwing Plant)	Synthetic yarn throwing	400	4/63
Georgia			
Gainesville (Pacolet Industries, Inc.)	Print cloths and sheeting	700	
Hartwell	Synthetic and blended fabrics	350	4/63
LaGrange (Callaway Mills Co.)		a/	
Calumet Plant	Tufted area & scatter rugs		4/68
Elm City Plant	Terry towels, industrial yarn		4/68
Hillside Plant	Carpeting, dyed rawstock,truck lining.		4/68
Kex Plant	Dust cloths, wiping cloths, mops, seat covers		4/68
Unity Plant	Apron, army, belt, filter, and hose duck; industrial yarn		4/68
Valway Plant	Carpet yarns, mop yarn, filter fabric, tire fabric		4/68
Lavonia (Pacolet Inds.Inc.)	Cotton fabrics (500 [illegible])		(1966)
Manchester (Calloway Mills Co.)	Apparel fabrics, cover cloth, duck, drills, satteens, twills, headlining fabrics, drapery fabrics	a/	4/68
New Holland (Pacolet Industries, Inc.)	Wide industrial fabric, twills, apparel fabric		
Thomson	Filament rayon and acetate fabrics	225	(1951)

( ) Year constructed

a/ 5000 employees in La Grange and Manchester, Ga.

TWUA RESEARCH
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Cone Mills Corp.

Co. & Location	Product	Emp
Organized Mills (TWUA)		
Granite Plant Haw River, N.C.	Dye & finish corduroy	500
Print Works Plt. Greensboro, N.C.	Print khaki in grige	200
Proximity Plant Greensboro, N.C.	Cording grey goods	750
Tabardin Plant Haw River, N.C.	Cordury & grey goods	371
Edna Plant Reidsville, N.C.	Grege goods (Twills)	414
Minnesota Plant Gibsonville, N.C.	Grey goods	430
White Oak Mill Greensboro, N.C.	Denim	1144
Dwight Warehouse Gadsden (Ala. City), Ala.	Warehouse	22
Unorganized Mills		
Pineville Plant Pineville, N.C.	Grey goods	515
Reidsville Plant Greensboro, N.C.	Flannels. Dyer finish	1116

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Cone Mills Corp.

Co. & Location		Product	Emp
Unorganized Mills (cont)			
Dixie Quilting Co. Olympic Plant Greensboro, N.C.		Quilted products Polyurethane foam	43
Cliffside Plant Cliffside, N.C		Terry products	
Eno Plant Hillsboro, N.C.		Corduroy grey goods	386
Florence Plant Forest City, N.C.		Print cloths	292
Haynes Plant Henrietta (Avondale), N.C.		Corduroys	481
Salisbury Plant Salisbury, N.C.		Sport denim	538
Cleveland Spinning Plt. Greenville, S.C.		Cotton & syn. fabrics and blends	542
Union Bleachery Greenville, S.C.		Bleach, dye & finish	850
House 'n Home Plant Whitmire, S.C		Draperies	
Printing and Finishing Plt Carlisle, S.C.		Bleach, dye & finish	800
Cheraw Dyeing & Finishing Co. Cheraw, S.C.	(eff. 7/61)	Custom dye & finish	50

Cone Mills Corp.

Co. Location	Product	Emp.	Union
Unorganized Mills (con't.)			
Kenneth Mills Walhalla, S.C.	Bedspreads, drapery fabric. Dye & fin.	225	
Houston Textile Co. Houston, Tex.	Mfr. & dye cotton & sym. blankets	350	
Otto B. May, Inc. (80% owned) Newark, N.J.	Dyes & chemicals for textile industry	66	UMWA (DIST 50)
Whitmire, S.C. (open 1969)	Knit fabrics		

TWUA Research
10/67

TEXTILE WORKERS UNION OF AMERICA
Research Department
New York, New York

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Revision 4

~~Appendix I~~

CANNON MILLS COMPANY INTERESTS

Company & Location	Product	No. Emp.	Spinning Spindles	Looms
North Carolina				
Amazon Cotton Mills				
Thomasville	Hosiery, merino and novelty yarns	700	24,552	-
Cannon Mills Company (See also under South Carolina)				
Concord				
Plant #2	Sheetings, towels, crashes	600	31,000	173
Plant #5	Sheetings	400	23,520	480
Plant #6	Upholstery & drapery fabric; bed-spreads. Dye & finish.	1,700	23,000	715
Plant #9	Warp yarns	275	15,632	-
Plant #10 a/	Hosiery yarns & sheetings	1,075	27,720	592
Kannapolis				
Plant #1	Towels, domestic and industrial sheetings. Dye and finish.	11,000	185,468	6,592
Plant #4	Sheetings and yarns	1,700	72,660	1,958
China Grove				
Plant #8	Brown sheetings	285	15,008	333
Graham				
Plant #14	Glove flannels, suitings, uphol.fab.		3,456	220
Haw River				
Plant #15	Cotton yarns		9,476	1,050
Rockwell				
Plant #11	Single and ply yarns	125	12,364	-
Salisbury				
Plant #7	Wide sheetings	575	25,008	748
Swink Plant	Combed cotton sheeting	550	61,000	1,050
Oakboro Cotton Mills c/				
Oakboro	Cotton yarns	75	7,056	-
Roberta Mfg. Co. b/				
Concord	Cotton yarns	100 d/	7,560	
Tuscarora Cotton Mills				
Mount Pleasant	Cotton knitting & weaving yarns	80	9,072	-
Wiscassett Mills Co.				
Albemarle				
Spinning Mill	Combed and carded yarns	1,808	118,236	-
Knitting Mill	Full fashioned hosiery, dye, bleach	1,050	1,465	Ktg.mach.
South Carolina				
Cannon Mills Co.				
Central				
Plant #12	Narrow sheetings	400	22,968	577
York				
Plant #3	Sheetings and print cloths	350	18,620	464

Company & Location	Product	No. Emp.	Spinning Spindles	Looms
Georgia				
Imperial Cotton Mills				
Eatonton	Brown sheetings	300	17,216	403
Social Circle Cotton Mills Co.				
Social Circle	Wide sheeting	350	15,264	322

a/ Brown Mfg. Co. combined into Plant #10 to form single plant in 6/64.

b/ Owned by Cannon Mills Co.
c/ Owned by Tuscarora Cotton Mills
d/ Estimated

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Research Department
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J. P. STEVENS & CO., INC.

Plant & Location	Product	No. Emps.	Date Acquired
I. COTTON DIVISION			
North Carolina			
Greene Plant Snow Hill	Jacquard curtains and drapes	100	11/65
Ragan Plant Gastonia	Cotton yarn	235	10/46
Delta Finishing No. 4 Roanoke Rapids	Dyeing & finishing	(Total	
Patterson Plant Roanoke Rapids	Sheetings, dobby gds.	(of	1/56
Roanoke No. 1 Roanoke Rapids	Denims, flannels	(3051	1/56
Roanoke No. 2 Roanoke Rapids	Upholstery fabrics	(in	1/56
Rosemary Plant Roanoke Rapids	Jacquard fabrics	(these	1/56
Roanoke Fabrication Plant Roanoke Rapids	Terry towels, diapers huck toweling and table damask	(six (plants	1962*
South Carolina			
Abbeville Plant Abbeville	Cotton yarn	150	1966*
Apalache Plant Greer	Fancy cotton dress fabric & shirting	260	
Appleton Plant Anderson	Corduroy, flannel, carded sateen, sheeting	900	12/50
Delta Finishing No. 1 Clemson	Finish cotton goods		
Delta Finishing No. 3 Wallace	Finish cotton and rayon fabrics	300	
Estes Plant Piedmont	"Twist twill" fabric for work and sports clothing; corduroy and poplin	350	1964*
Industrial Cotton Mills Rock Hill	Denims and sheetings	625	11/47
Jonesville Plant Jonesville	Sheetings & flannel	250	
Maples No. 2 Piedmont	Tufted scatter rugs and bath products	300	

Plant & Location	Product	No. Emps.	Date Acquired
South Carolina (Continued)			
Piedmont Plant			
Piedmont	Poplins, twills, corduroy	1000	
Republic No. 1	(Dacron/Orlon/cotton	400	
Republic No. 2	(blends, combed poplins,	400	
Republic No. 3	(sateens, twills, plaids	500	
Great Falls	(corduroy, dress goods.		
Utica-Mohawk Plants	Muslin and percale sheets		
Clemson	and pillowcases. (sew and finish).	600	1/52
Seneca	Fabrics for operations at Clemson plant	650	1/52
White Horse No. 1			
Greenville	Combed lawn fabrics	(	7/63
White Horse No. 2		(600	
Greenville	Polyester and cotton blend fabrics	(	7/63
Whitmire Plant			
Whitmire	Combed shirtings, dress and industrial fabrics	540	
Georgia			
Exposition Plant			
Atlanta	Corduroy, sheetings, sateen and industrial fabrics	1150	1/60
Tennessee			
Borden Mills			
Kingsport	Print cloth	1000	5/59
Alabama			
Maples No. 1			
Scottsboro	Tufted scatter rugs and bath products		4/63
II. WOOLEN & WORSTED DIVISION			
New Hampshire			
Franklin Plant			
Franklin	Finish wool & worsted fabric	255	
Tilton Plant			
Tilton	Woolen coat & suit fabrics	250	8/48
Massachusetts			
Merrimack Plant			
Dracut	Woolen coat and suit fabrics	200	
Osgood Plant			
North Andover	Wool combing	100	
Stevens Plant			
North Andover	Woolen mixtures for suits and coats	400	

Plant & Location	Product	No. Emps.	Date Acquired
North Carolina			
Hannah Pickett Rockingham	Fancy worsted suitings	750	7/47
Martha Baum Rockingham	Fancy worsted suitings	300	1959
South Carolina			
Allendale Plant Allendale	Wool scouring; wool top combing	34	11/66
Georgia			
Dublin Plant Dublin	Piece dye woolen flannels, sport coatings, dress goods, topcoatings	650	1949*
Nathanial Plant Dublin	Woolen coat & suit fabrics	700	6/56*
Louisville Plant Louisville	Finish woolen sports-wear and suit fabrics	150 to start	6/62*
Milledgeville Plant Milledgeville	Woolen and worsted suitings and dress fabrics; Dye & fin.	1,200	1949*
Tifton No. 1	Sportswear and suit fabrics	550	11/61
Tifton No. 2 Tifton	Wool carding & spinning; dye	60	7/62*
III. SYNTHETICS DIVISION			
Virginia			
Angle Plant Rocky Mount	Rayon dress goods and novelties	225 ~~275~~	8/59
Carter Plant South Boston	Synthetic filament blouse, underwear and curtain fabric, tricot warp knit fabric	775 ~~690~~	
Ferrum Plant Ferrum	Synthetic dress and novelty fab.	40	8/59
North Carolina			
Boger City Plant Lincolnton	Synthetic and worsted yarns	750	2/64
Carter Plants Greensboro	Synthetic filament fabrics, fiberglass fabric	450	
Wallace	Synthetic filament blouse and underwear fabric; tricot warp knit fabric	330	1951*
Cleveland Plant Shelby	Filament and solution dyed spun dress, curtain and drapery fabrics	500	

Company & Location	Product	No. Emps.	Date Acquired
North Carolina (Continued)			
Randleman Plant			Leased
Randleman	Spun yarn	250	11/56
Stanley No. 1	(Sales yarn; rayon-	(	
Stanley No. 2	(worsteds	(485	
Stanley			12/47
Turnersburg Plant	Synthetic tufting		
Turnersburg	and knitting yarns		1/64
Tuxedo Plant			
Tuxedo	Cotton and synthetic blend yarns	275	4/59
South Carolina			
Aragon Plant			
Rock Hill	Blended synthetic spun suitings, linens and dress fabrics	400	
Delta Finishing No. 2			
Wallace (Cheraw)	Finish synthetic & wool blended fabrics and auto carpeting		8/60
Dunean Plant			
Greenville	Dress, underwear, suiting and shirting fabrics of filament and spun synthetics; fiber-glass fabrics.	1700	
Greer Plant			
Greer	Blended wool & synthetic suitings, auto upholstery and drapery fabrics	700	
Monaghan Plant			
Greenville	Synthetic spun suitings, linens, dress fabrics, gabardines & tropicals	750	
Pamplico Plant			
Pamplico	Men's synthetic suiting and slacks fabric	400	1967*
Slater Plant			
Slater	Synthetic filament underwear, blouse and dress fabrics; fiberglas fabrics	800	
Victor Plant			
Greer	Synthetic spun wool blend fabrics; auto upholstery fabrics	950	
Walterboro Plant	Glass fiber fabric	475	1967*
Walterboro			
Watts Plant			
Laurens	Cotton-synthetic blends	550	

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Company & Location	Products	No. Emps.	Date Acquired
IV. CARPET AND CARPET YARN PLANTS			
North Carolina			
Aberdeen Plant			
Aberdeen	Tufted, Wilton and velvet carpets	500	2/64
South Carolina			
Parker Plant			
Greenville	Tufted auto carpet	620	
Taylors Plant #1 and #2			
Taylors ~~#1 and #~~	Tufted indoor-outdoor carpet; dye and finish auto carpet; fabricate sheets and pillowcases	150	1/66
Georgia			
Albany Plant			
Albany	Tufted carpets	130	2/64
Statesboro Plant			
Statesboro	Carpet yarn	400	2/64
V. HOSIERY DIVISION			
North Carolina			
Longview No. 1	Seamless hosiery	800	1966*
Longivew No. 2	Seamless hosiery	200	4/65
Longview (Hickory)			
California- Redlands Plant, Redlands	Finish hosiery	200	4/66
VI. WAREHOUSES			
Black Hawk Corp. (Wholly owned subs.)	Warehouse		
Greenville, S.C.		49	
Paterson Storage & Warhouse Co. (Wholly-owned subs.)	Warehouse		
Paterson, N.J.			
VII. NON-WOVEN FABRICS			
Kimberly-Stevens Corp. (Jointly owned by J.P. Stevens and Kimberly-Clark Corp. Formed 1959)	Non-woven fabric for industrial use: garments, quilt lining, smocks, pillowcases		4/61
New Milford, Conn.			
Goldsboro, N.C. (open 1969)	Hosiery	400-500	

* Date constructed.

~~TWUA~~ RESEARCH
~~12/21/67~~

OVER

J. P. Stevens acquired United Elastic Corp. in 3/68 with southern plants at the following locations:

Virginia		
Stuart Division Stuart	Woven elastic webbing	720 emp.
Easthampton Rubber Thread Southern Div. Stuart	Rubber thread	
Woolwine Division Woolwine	Knit elastic fabrics	300
Alabama		
West Boylston Div Boylston (Montgomery)	Weaving & knitting yarns	570
North Carolina		
Carolina Div. Westfield	Elastic braid	
Colton Div. Westfield	Wide stretch fabrics	

TWUA Research
1/30/69

TEXTILE WORKERS UNION OF AMERICA
Research Department
New York, New York

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Revision 2

BURLINGTON INDUSTRIES, INC.

Plant & Location	Product	Employees	Union
NORTH			
Massachusetts			
Goodall Vinyl Fabrics Co.	Vinyl plastic coated fabrics	250	FLU
Reading			
New Jersey			
Hess, Goldsmith & Co.			
Glass Fabric Finishing Co.	Finish fiberglass, broad goods		
Cedar Grove			
Harris Brothers Plant	Narrow fabrics		
Fair Lawn			
Hess, Goldsmith & Co.	Glass fiber		
Linden			
Pennsylvania			
Atwater Throwing Co.			
Wilkes Barre	Synthetic throwing	150	TWUA
Plymouth	Throwing, warping	140	TWUA
Hess, Goldsmith & Co.			
~~Taylo~~	~~Glass & Nylon fabrics~~	~~150~~	~~UTWA~~
Philadelphia	Ribbons and tapes	150	
Ohio			
~~Adler Co.~~	~~Stockinette~~	~~70~~	
~~New Richmond~~			
SOUTH			
Virginia			
Dublin Finishing Plant	(Part of Klopman Mills Div.)		
Dublin	Dye & Finish	425	
Old Dominion Finishing Plant			
Altavista (Hurt)	Dye & Finish rayons	300	
Altavista Weaving Plant			
Altavista	Filament fabrics	600	
Radford Weaving Plant (New River Textiles)			
Radford	Rayon fabrics	250	
Vinton Weaving Co.			
Vinton	Broad woven synthetic fabrics	600	
Galax Weaving Plant			
Galax	Rayon fabrics	260	
Royal Oak Plant			
Marion	Full fashion hosiery		
~~Salem Hosiery Plant~~			
~~Salem~~	~~Hosiery~~	~~250~~	
Town House Hosiery Plant			
Chilhowie	Hosiery		
Pacific Mills Division			
Brookneal	Dye wool fabrics	375	
Clarksville	Dye wool fabrics	625	
Halifax	Wool yarn & fabric	800	
Drakes Branch	Wool yarn & fabric	625	

Plant & Location	Product	Employees	Union
South Hill Plant			
South Hill	Narrow fabrics		
James Lees & Sons Co.			
Glasgow	Carpets	2300	
West Virginia			
White Sulphur Plant			
White Sulphur Springs	Narrow fabrics		
Tennessee			
Bristol Weaving Plant			
Bristol			
Harriman Plant			
Harriman	Hosiery, dye & finish	1350	
The Adler Co.			
Rockwood	Sport socks		
Gleta ~~Johnson City~~ Plant	(Part of Klopman Mills)		
Johnson City	Filament fabrics		
Peerless Woolen Mills			
Cleveland	Woolen fabrics	600	
North Carolina			
Greensboro Finishing Plant			
Greensboro	Dye & finish rayons	)	
Development Finishing Plant		)350	
Greensboro	Dye & finish rayons	)	
Wake Finishing Plant			
Wake Forest	Dye & finish synthetics	350	
Plaid Mills Plant			
Burlington	Rayon piece goods	400	
Fayetteville Plant			
Fayetteville	Spun rayon fabric	400	
Cascade Rayon Plant			
Mooresville	Spun rayon fabric	500	
Elmsheet ~~Greensboro~~ Weaving Plant			
Greensboro	Rayon piece goods	240	
Franklinton Plant			
Franklinton	Spun rayon fabrics	200	
Hosiery Plant	Combined operations of Vance		
Kernersville	Hosiery and Rockwood mills		
Lakedale Plant			
Fayetteville	Spun rayon yarn	500	
Ranlo Plant			
East Gastonia (Ranlo Station)	Spun rayon yarn	300	
Robeson Plant			
St. Pauls	Spun rayon yarn	400	
St. Pauls Rayon Plant			
St. Pauls	Spun rayon yarn	200	
Cetwick Plant			
Asheboro	Rayon throwing		
Hillcrest Throwing Plant			
High Point	Rayon throwing		
Decorative Fabrics Fin. Plant			
Burlington	Dye & finish upholstery & drapery	200	
Piedmont Weaving Plant			
Burlington	Upholstery & drapery fabrics	950	

Plant & Location	Product	Employees	Union
~~Ossipee Weaving Plant~~			
~~Ossipee~~	~~Rayon weaving~~	~~300~~	
Reidsville Drapery & Bedspread Plant, Reidsville	Sew drapery & bedspreads		
Smithfield Plant			
Smithfield	Cotton yarn		
Mayfair Plant			
Burlington	Tricot knits, finish	200	
May Hosiery Finishing Plant			
Burlington	Finish full fashion hosiery		
Hosiery Finishing Plant			
Greensboro	Finish full fashion hosiery		
~~McLaurin Finishing Plant~~			
~~Asheboro~~	~~Finish hosiery~~	~~500~~	
Grabur Plant			
Burlington (Graham)	Rayon throwing	250	
Wadesboro Hosiery Plant			
Wadesboro	Full fashion hosiery		
Franklin Plant			
Franklin	Hosiery	500	
McEwen Plant			
Burlington	Hosiery		
Pacific Mills Division			
~~Roxboro~~	~~Burling & mending~~	~~50~~	
Hot Springs	Blended yarns	125	
Raeford Worsted Plant (Pacific Mills)			
Raeford	Worsted fabrics	1500	
Ramseur Worsted Plant (Klopman Mills)			
Ramseur	Worsted fabrics		
Oxford Plant (Pacific Mills)			
Oxford	Worsted yarn		
Rhodhiss ~~Pacific~~ Mills			
Rhodhiss	Cotton sheeting	600	
Cramerton Mills			
Cramerton	Cotton & spun rayon fabrics	600	
Phoenix Plant			
Kings Mountain	Cotton yarn		
Flint Plant ~~#2~~			
East Gastonia	Cotton yarn	450	
Mays Plant (Cramerton Mills)			
Cramerton	Cotton yarn & spun rayon yarn		
~~Flint Plant #1~~ (Modena Plant) (Klopman Mills)			
~~East~~ Gastonia	Spun rayon yarn		
Klopman Mills Division			
Asheboro	Rayon weaving		
Central Falls	" "		
Newton	Spun rayon fabrics	250	
Cordova	" " "	500	
~~Goodall Sanford~~			
~~Hot Springs~~	~~Blended synthetic & animal fiber yarns~~		
B. I. Cotton Mills			
Marion	Print cloth	850	
High Shoals	Print cloth	500	
Tarboro	Print cloth	700	
RCG Love Mill			
Gastonia	Rayon & blended yarn		

Plant & Location	Product	Employees	Union
Balfour Mills (B.I. Cotton Mills Div.)			
Asheville	Cotton sheetings	400	
Trimil Corp. (B.I. Cotton Mill Div)			
Caroleen	Sheetings, print cloth	550	
Henrietta	Sheetings, shirtings, drills	400	
S. Blumenthal & Co.			
~~Rocky Mount~~	~~Plush & velour~~	)	
Wilson	Plush & velour	)1350	
Ivey Weavers, Inc. (B.I. Cotton Mills Div)			
Hickory	Cotton synthetic fabrics	300	
James Lees & Sons Co.			
Robbinsville	Tufted carpets, wool carpet yarn		
Rhyne-Houser Mfg. Co.			
Cherryville	Cotton & synthetic yarns	320	
Globe Mills			
Mt. Holly	Knitting & weaving yarns	175	
Lincolnton	Single carded knitting yarns		
Erwin Mills			
(#3) Cooleemee (2 plants)	Dye & finish drills, twills, jeans, cords		UTW
(#1) Durham	Sheetings, sheets, pillow cases		UTW
(#4) Durham	Wide sheetings, sheets, pillow cases		UTW
(#6) Durham	Combed percale wide sheetings, sheets, pillow cases		UTW
Durham	Bleachery & sewing plant		
(#2) Erwin	Vat & indigo dyed denim		TWUA
(#5) Erwin	Vat & indigo dyed denim		TWUA
South Carolina			
B. I. Cotton Mills	(F. W. Poe Mfg. Co.)		
Greenville	Print cloth, broadcloth, tobacco cloth	725	
Calhoun Falls	Print cloth	725	
~~Taylors~~	~~Bleach, dye, mercerize cottons (formerly Southern Bleachery & Print Works)~~	~~1700~~	~~Machine printers Ben. Assn.~~
Balfour Mills			
Batesburg (Catlin Finishing Co.)	Tickings & shirtings	200	
Lexington	Twills, bed tickings	150	
Martel Plant Spartanburg (Valley Falls)	Pocketings, twills	300	
Trimil Corp. (B.I. Cotton Mills)			
Cherokee Falls	Twills, sateens	450	
~~Cheraw Weaving Mills~~			
~~Cheraw~~	~~Synthetic goods~~	~~220~~	
James Fabrics			
Cheraw	Fiberglass weaving	1000	
Georgia			
Brighton ~~Mills~~ Plant (Klopman Mills Div.)			
Shannon	Cotton & synthetic fabrics	1500	
James Lees & Sons			
Dahlonega	Rugs & carpets		
Rabun Gap	Carpet & yarn		
Alabama			
Dothan Plant			
Dothan	Hosiery	325	

Plant & Location	Product	Employees	Union
Scottsboro Plant			
Scottsboro	Hosiery	450	
Florida			
Gulf Stream Plant			
Green Cove Springs	Hosiery		
Arkansas			
Charm Tred Mills			
Monticello	Tufted rugs	500	
Mississippi			
Erwin Mills			
(#8) Stonewall	Vat & indigo dyed denim		
Texas			
B. I. Cotton Mills	(Postex Cotton Mills)		
Post	Bed sheetings	350	
Sherman	Cotton duck & sheeting	340	
WEST			
California			
Burlington Hosiery Co. of Calif.			
Pomona	Hosiery finishing		
Pomona Textile Co.			
Pomona	Nylon & acetate tricot fabrics		
CANADA			
Burlington Mills Hosiery Co. of Canada			
Lachine, Que.	Seamless hosiery		
Waterloo, Que.	Seamless hosiery		
Burlington Mills Ribbon Co. of Canada			
Granby, Que.	Ribbon & narrow fabrics		
Burlington Mills Tricot Corp. of Canada			
Granby, Que.	Nylon & acetate tricot cloth		

Appendix

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Burlington Industries, Inc

Co. & Location	Product	Emp
South Carolina		
Pee Dee Mills, Inc. Cheraw	Textile Printing	125
Staunton River Finishing Co. (Klopman Mills) Society Hill	Dyeing & finishing	400
Arkansas		
Monticello	Carpet yarn	
Tennessee		
Mountain City	Textured yarn	200-500
Virginia		
James Lees & Sons Hillsville	Carpet yarn	
North Carolina		
Mooresville Mills Mooresville	Cotton & blended fabrics	
Butler Plant St. Pauls	Rayon & blended yarns	
Burlington Industrial Fabrics Kernersville		
Pacific Mills Worsted Co. Lexington	Worsted fabrics	
Caroleen Mills (Leslie, Cattin & Co.) Caroleen	Print cloths & twills	200

Co. & Location	Product	Emp.
North Carolina (con't)		
Caswell	Decorative fabrics	300
Mayflower Plant (Cramerton Mills) Cramerton	Blended fabrics; dye + fin	
Denton Plant (Klopman Mills) Denton	Blended fabrics	250
Reidsville Plant (Burlington Throwing Co) Reidsville	Stretch yarns	125
Rocky Mount Weaving Plt Rocky Mount	Weave drapery fabrics	100-150
Rocky Mount Drapery Plt. Rocky Mount	Sew draperies	
Globe Furniture Co. High Point (acq. 5/66)	Furniture	
Mount Olive	Drapery sewing	200
Williamsburg Plant Matkins	Drapery + upholstery fabrics	400

TUNA Research
1/30/69

TEXTILE WORKERS UNION OF AMERICA
Research Department
New York, New York

FIELDCREST MILLS, INC.

Co. and Location	Product	Emp.	Date of Acq.	Union*
New York				
Nye-Wait Rug Mill Auburn	Wilton carpets	175	9/58	a/
Pennsylvania				
Delaware Valley Wool Scouring Co. Philadelphia	Wool scouring		1/67 b/	
Virginia				
Towel Mill Fieldale	Terry towels & wash cloths	1139		TWUA (10/7/66)
North Carolina				
Blanket Mill Eden (Draper)	Blankets (woven and non-woven)	776		TWUA (11/27/39)
Sheeting Mill Eden (Draper)	Sheeting & pillowcases	475		TWUA (11/27/39)
Bedspread Div. Eden (Leaksville)	Cotton bedspreads	493		TWUA (11/27/39)
Karastan Rug Mill Eden (Leaksville)	Wool broadloom & cotton pattern rugs & carpets	985		TWUA (11/27/39)
Bleachery & Finishing Mill (Central Finishing) Eden (Spray)	Bleach, dye & finish blankets and sheeting	439		TWUA (3/26/41)
Sheet Finishing Mill Eden (Spray)	Cut & sew sheets	286		TWUA (3/26/41)
Bedspread-Finishing Mill Eden (Spray)	Cut, sew, dye, and package	210		TWUA (3/26/41)
Central Warehouse (Specials) Eden (Spray)	Warehouse & supplies	27		TWUA (3/26/41)
Winchester Spinning Corp. Asheville	Carpet yarns	125	11/66	
Alexander Sheeting Mill Forest City	Sheeting	300	6/64	

Co. and Location	Product	Emp.	Date of Acq.	Union*
North Carolina (con't)				
Karastan Spinning Div. Greenville	Carpet yarns	277	8/60	
Laurelcrest Carpet Mills d/ Laurel Hill	Tufted carpets	400	1/67	
Spinning Mill Mt. Holly	Weaving yarns	135	4/63	
N. Carolina Fin. Co. Div. Salisbury	Dye, bleach & finish cotton & synthetic fabrics	900	7/64	UTW
Automatic Blanket Mill Smithfield	Wire, bind & package automatic blankets	386	(1960)	
Foremost Screen Print, Inc. Stokesdale	Screen printing	300	(1963)	
Worthville Mill Worthville	Cotton yarns for towels	400	6/64	
Georgia				
Muscogee Mills Columbus	Terry towels & mattress ticking	1600	7/63	
Canada				
Crossley Karastan Carpet Mills, Ltd. c/ Truro, Nova Scotia	Tufted rugs & carpets	75	(1964)	

* Dates in parenthesis refer to date of 1st TWUA contract.

( ) Year plant opened, or effective date of first TWUA contract.

a/ TWUA had contract with Nye-Wait Company effective 8/10/51; decertified 4/9/52.

b/ 50% owned since 1960; 100% owned as of January, 1967.

c/ 50% owned.

d/ Yarn plant emp. 200 to open here in 8/69.

TWUA Research
12/4/68

(1st of 2 plant lists

Kayser-Roth Corp.)

(Listed by State)

Co. & Location	Product	Emp.	Union
Alabama			
Kayser Roth Hosiery Co. Roanoke	Hosiery	expect. 500	ope. 11/68
Kayser Roth Lingerie Co. Athens	Lingerie		
Kayser Roth Lingerie Co. Cullman	Lingerie	300	ILGWU
Haleyville Textile Mills, Inc. Haleyville	Tricot, lingerie, powernet		
Crown Textile Div. Talladega	Yarn for interpearing		
California			
Cole of California Commerce	Swimwear		
Catalina, Inc. Costa Mesa	Knit fabric (Unit A) Dye & finish (Unit B)	29 27	a/
Catalina, Inc. Fullerton	Swimwear		
Catalina, Inc. Los Angeles	Swimwear, sportswear, sweaters & knitwear		
Catalina, Inc. Montabello	Swimwear		
Catalina, Inc. Whittier	Knitwear, sweaters		

Kayser Roth ~~Interests~~ Corp. (cont)

Co & Location	Product	Emp	Unio.
Georgia			
Crown Textile Div. Cedartown	~~interfacing~~		
Kolpirof Hosiery Co. Marietta	Hosiery		
Massachusetts			
Heywood Hosiery Co. Ipswitch	Women's full-fashioned hosiery	70	
Mississippi			
Kayser Roth Lingerie Co. Clarksdale	Lingerie	200	
Kayser Roth Corp. Quitman	Children's sleepwear & underwear		
Columbia Narrow Fab Co. (Kona) Rolling Fork	narrow fabrics	sold 2/68	
North Carolina			
Kayser-Roth Hosiery Co Alamance	Hosiery & children's stretchwear		
Kayser-Roth Hosiery Co Burlington	womens seamless hosiery men's hosiery	800	
Nu-Vogue Hosiery Mills Burlington	Women's hosiery		
Creechmere (open 1/68)	Hosiery	150	

Kayser-Roth ~~Interests~~ (Cont)

Co. & Location	Product	Emp.	Union
North Carolina (cont)			
Kayser-Roth Hosiery Co. Concord	Women's seamless hosiery		
Kayser-Roth Hosiery Co. Graham	Elastic yarn & fabs., yarn processing, wool spinning		
Greensboro Hosiery Mills Greensboro	Women's seamless hosiery	226	
Kayser-Roth Hosiery Co. (Duke Div.) Hickory	Men's seamless hosiery		
Hayward Hos. Co. (A.+L. Hos. Mills) High Point	Mens socks	85	
Kayser-Roth Hos. Co. (Duke Div.) Maiden	Men's hosiery	150	
Kayser-Roth Hos. Co. Pittsboro	Women's hosiery		
Century Mills Div. Wilmington	Children's & women's underwear	350	
New Hampshire			
Crown Textile Div (Arms Tex. Mfg. Co) Manchester	Interlinings	650	TWVA
Virginia			
Independence (open 2/69)	Knit fabrics	125	

Kayser-Roth Corp. ~~Details~~ (cont)

Co & location	Product	Emp	Union
Pennsylvania			
~~Nazareth Mills, Inc. Nazareth~~	~~Children's knit, underwear bleach & dye~~	~~300~~	~~HGWU~~ O/B 1/68
Sapphire Corp. Quakertown	Women's seamless hosiery		
Sapphire Corp. Telford	Women's seamless hosiery		
Kayser-Roth Corp. Wilkes-Barre	Lingerie	350	
Rhode Island			
Crown Tex Div. (Stamina Mills) Forestdale	acquired 1966 Spinning & weaving, wool & worsted	200	TWUA
Columbia Narrow Fabric Co. Shamrock	acquired 1966 Cot & silk elastic webbing	100	TWUA
North Carolina			
Kayser Roth Hosiery Co. Cheraw	(open 2/69) Women's hosiery	600-900 expected	
Kayser-Roth Hosiery Co. Laurinburg	Women's seamless hosiery	50	
~~Crown Textile Mfg Co. (Poly-Tex) Dallas~~	~~Interlining~~	~~150~~	sold 1/68
~~Arel-Dillon Mfg Co. (Poly-Yarns) Dillon~~	~~Cot yarn~~	~~50~~	
Tennessee			
Kayser-Roth Ho. Co. Dayton	Men's & boys sport sox	470	TWUA
Wisconsin			
Textile Realty Co. Milwaukee	Hosiery distribution center, warehouse	17	TWUA

(OVER)

Co. & location	Product	Emp.	Union
Puerto Rico			
Arecibo	Women's seamless hosiery	640	
[new 1968 plant,]	Women's seamless hosiery	600	
Canada			
Kayser-Roth of Canada, Ltd			
London, Ontario	Hosiery	108	b
London, Ontario	Tricot knit; dye & finish	40	c
Kayser Roth of Canada, Ltd.			
Sherbrooke, Quebec	Women's hosiery, underwear, gloves		

a) TWUA won election in Unit B on 5/13/66. No contract as of 1/9/69.
b) TWUA won election on 10/8/68. No contract as of 1/9/69
c) TWUA certified without election 10/1/68. No contract as of 1/9/69.

TWUA Research
1/9/69

TEXTILE WORKERS UNION OF AMERICA
Research Department
New York, New York

C #26, Revision 4

LOWENSTEIN (M) & SONS, INC.

Company & Location	Product	Emps.	Spinning Spindles	Looms
Aleo Mfg. Co. Rockingham, N.C.	Cot.print cloths	1,000	64,000	1,620
Chiquola Mfg. Co. Honea Path, S.C.	Cot.print cloths, broadcloths	511 ~~800~~	64,000	1,670
Clark-Schwebel Fiber Glass Corp. Anderson, S.C.	Glass fabrics			400
Huntsville Mfg. Co. Huntsville, Ala.	Cot.print doths	1,500	146,000	3,430
Limestone Mfg. Co. (Plants No. 1 & 2) Limestone Plt. Gaffney, S.C. Summit Mfg. Co.	Cot.print cloths, sheetings, Cot.-syn. blends	1350 ~~1,200~~	96,000	2,400
Lyman Printing & Fin. Co. Lyman, S.C.	Bedsheeting	2,800	32,000	710
Orr-Lyons Mills				
Cotton Div. Anderson, S.C.	Combed print cloths	1,250	79,000	1,350
Lyons Div. Anderson, S.C.	Synthetic blends		75,900	1,130
*Pacific Columbia Mills, Inc. Columbia, S.C. (4 plants)	Cotton fabrics	2,000	143,000	3,870
*Rock Hill Print & Fin.Co. Rock Hill, S.C.	Dye, print, fin.	4,000		
~~Spoffard Mills, Inc.~~ ~~Wilmington, N.C.~~	~~Cot. broadcloth~~	~~300~~	~~29,000~~	~~720~~
TWUA won election 6/23/66 To close 5/1/67				
Wamsutta Ktg. Mills, Inc. Morganton, N.C.	Knit outerwear cloth; bonded fabric; pile fabrics			
Wamsutta Lyman Mills Lyman, S.C.	Bedsheeting	350	32,000	710

*TWUA Plant

TWUA RESEARCH
~~1/15/65~~
9/18/67

Lowenstein (M.) & Sons, Inc

Co. & Location		Product	Emp
Wamsutta Mills I	a/	Syn. fabrics & blends	750
Wamsutta Mills II		Blended cot.-polyester sheets	~~400~~
Anderson, S.C.			
Print Directions (Aug 2/67)		Hand screen printing	
New York, N.Y.			

a/ This may also be known as Salem Mfg. Co.

TWUA Research
9/17/67

T-10 U-A

C # 131
Revision #3

Springs Mills, Inc.

Company & Location	Product	Emp.
North Carolina		
Crandall Finishing Plt.	Blanket & bedspread dye & fin.	
Patricia Plant	Towel fabrics	
Wagram		
Lilleen Plant	Blanket & bedspread fabrics	845
Biscoe		
Springfield Plant		
Laurel Hill	Apparel fabric	375
Plant No. 6		
Lawrenburg	Cotton towel fabrics	
Monroe (acq. 1/69)	Knitted fabric	320
South Carolina		
Carolina Carpet Mill, Inc.	Tufted carpets	175
York		
Elliott Plant	Blended sheeting	250
Frances Plant	Blended fabrics	250
Le Roy Plant	Apparel fabrics	250
Fort Lawn		
Fort Mill Plant	Sheeting	1,300
White Plant	"	600
Fort Mill		
Gayle Plant	Apparel fabrics; sheeting	700
Springsteen Plant	Apparel fabrics	500
Eureka Plant	Apparel fabrics	900
Katherine Plant	Sheeting	475
Chester		

Co. & Location	Product	Emp.
uth Carolina (con't.)		
Grace Finishing Plant Grace's Station	Dyeing & finishing	1,500
Kershaw Plant Kershaw	Apparel fabrics	800
Lancaster Plant Oxford Unit Lancaster	Apparel fabrics; sheeting " " "	} 3,800
McColl Plant McColl	Cotton yarn	

TWUA Research
1/31/69

C # 37 and # 161
Revision 4

West Point - Pepperell, Inc.

Co. & Location	Product	Emp	Unio.
Alabama			
Lee Mill Opelika	Sewing bags cotton sheets & cases	520	
Lanett Plt Fairfax	Non-woven industrial fabrics	175	
West Pt. Utilization Co. Fairfax	Cotton waste	137	
Fairfax Mill Fairfax	"Master" "Fairfax" towels	1754	
Carter Mill Huguley	Sheeting	500	
Lanier Mill Huguley	Fine goods		
Lanett Bleaching & Dye Works Lanett	Bleach, dye, print	585	
Lanett Mill Lanett	Cotton fabrics	1668	
Langdale Mill Langdale	Plied yarn flat & chafer ducks	1106	
Opelika Mill Opelika	Cotton fabrics	1228	
Opelika Finishing Plt. Opelika	Bleach & dye		
Riverdale Mill River View	Crash toweling	321	

West Point Pepperell

Location		Emp	
Alabama (cont)			
Shawmut Mill #1, Shawmut	Filter twills; ~~hammock & chafer~~ hose, belting ducks, wide ducks	639	
Shawmut Mill #2, Shawmut	Filament and spun synthetic fabrics		
Georgia			
Clover Mills, Inc., Douglasville	Carpet yarns	170	(acq 11/68)
Elm St. Plt. (Velvetone) (Cabin Crafts), Calhoun	Tufted scatter & accent rugs	125	
Wall St. Plt. (Forrest) (" "), Calhoun	Tufted carpets	100	
Morris Plant (" "), Dalton	Accent & area rugs, other tufted products	1104	
Springdale Plt. (" "), Dalton	Tufted ~~broadloom~~ carpets		
Thornton (Hamilton) Plt. (" "), Dalton	Fabricated auto carpeting		
~~Catoosa Plant (" "), Ft. Oglethorpe~~	~~Tufted broadloom carpeting~~		sold 1/67 to Bentley
Columbus Plt, Columbus	~~Narrow & wide~~ industrial ~~sheeting~~, drills, twills, jeans	997	
Dunson Mill, La Grange	Drills, ~~ducks~~, twills, osnaburgs	925	
Dixie Mill, La Grange	Terry cloth ~~and towels~~	425	

West Point - Pepperell

Co. & Location	Product	Emp	Union
Georgia (con't.)			
Lindale Mill Lindale	Cotton fabrics; dye & finish	2470	
Newnan Mill Newnan	Carpet yarns ~~(for Cabin Crafts subsidiary)~~	278	
Clover Mills (Bright Star Yarn Mill) Douglasville	(acq. 8/68)	171	
Maine			
Biddeford Mill Biddeford	Wide sheeting & blankets	1850	TWUA
Lewiston Plant Lewiston	Bleach & dye; sheet factory	363	TWUA
South Carolina			
Wellington Mill Anderson	Blended fine fabrics	470	
Equinox Mill Anderson	Army duck	366	
Massachusetts			
Alamac Knitting Mills Indian Orchard	Knitted fabric		(acq. 12/68)

TWUA Research
9/7/67

Dan River Mills Interests

Co & Location	Product	Emp	Union
Dan River Mills Inc.			
Danville Division	Cotton dress fabrics, sportswear &	10,100	4TW
Danville, Va.	decorative fabrics, yard goods		
	sales yarn, sheets & pillow cases		
Danville, Va.	Finishing plant		
Danville, Va.	Knit rollers fabric	300	
Alabama Mills Div.			
Clanton, Ala.	Cot corduroy	180	
Dadeville, Ala	Cotton gabardines & corduroys	350	
Greenville, Ala	Cotton sheetings & jeans	227	
Wetumpka, Ala	Tickings, pinchecks & pinstripes	317	
Montgomery, Ala	Corduroys & terry cloths	216	
Woodside Mills			
Greenville, S.C. (main plt.)	Wide print cloths	860	
Fountain Inn, S.C.			
Furman Plt.	Synthetic fabrics	160	
Fountain Inn Plt.	Wide print cloths	100	
Beattie Plant	Cottons	490	
Simpsonville, S.C.	Synthetic fabrics	600	
Easley, S.C.	Print cloth, pajama checks	400	
Liberty, S.C. (2 plts)	Print cloths	875	
Anderson, S.C.	Synthetic woven fabrics,	320	
	knit fabrics		
Catechee, S.C.	Chambrays & broad cloth	320	
Fitzgerald Mills Corp.			
Fitzgerald, Ga	Cotton dyeing & upholstery fabrics	375	TWUA

Dan River Mills Interests

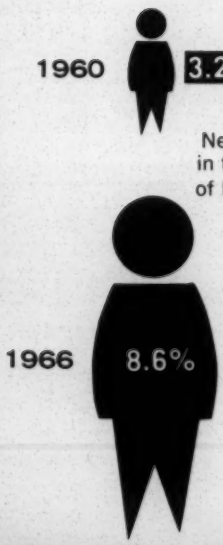
-2-

Co. & location	Product	Emp	Unw
Clifton Mfg. Co.			
Clifton, S.C.			
Plts. #1, 2, & 3	Drills, twills, buffing cloth	975	TWUA
Converse, S.C.			
Plts. #4, 5, & 6	Drills, twills, buffing cloth		
Mission Valley Mills, Inc.			
New Braunfels, Tex	Col. ginghams, drapery & dress goods	375	
Dan River Carpets, Inc.	Tufted wool & synthetic	166	
White, Ga.	carpets		
Wanda Weve Carpets			
Greenville, S.C.	Tufted wool & syn. carpets	450	
Greenville, S.C.*	Finishing & warehousing (open 1968)		
Webco Mills, Inc.	Acetate, nylon, & rayon tricot fabrics	200	
Webco Dyers, Inc.	Dye & finish tricot		
Burlington, N.C.			

* Near Greenville-Spartanburg airport on Hwy. 85

TWUA Record
9/14/67

TEXTILES ARE GETTING A NEW LOOK



The number of Negroes in textile jobs has been growing since 1960—and especially since Congress passed the Civil Rights Act of 1964.

HOW YOU FIT INTO THE PICTURE

ABOUT YOUR RIGHTS

KNOW YOUR EMPLOYMENT RIGHTS

UNITED STATES DEPARTMENT OF LABOR/W. Willard Wirtz, Secretary

CENTER FOR STUDIES IN VOCATIONAL & TECHNICAL EDUCATION

NEWSLETTER

industrial relations research institute, social science building
university of wisconsin
madison, wisconsin

Volume I, Number III

CONFERENCES

The Education and Training of Racial Minorities

On May 11 and 12, in cooperation with the University's Industrial Relations Research Institute and the U.S. Department of Labor, Office of Manpower Policy, Evaluation and Research, this conference, the fifth of a series of conferences is to be held on the University campus. It is designed for the purpose of encouraging research in vocational-technical education, disseminating research findings and assisting those who direct and instruct in vocational and technical programs.

The emphasis of this conference is to be placed on analytical reports, research findings and project evaluation rather than general descriptive statements of issues and programs. It is hoped that the conference will serve as a forum by which these research findings can be translated into concrete programs designed to encourage greater opportunities for the education and training of racial minorities.

Conference participants will include officials from federal and state agencies and members of academic institutions who are actively participating in research in the area of education and training.

Persons interested in this conference are urged to write the Center for additional information.

Curriculum Programs in Action: Their Administration and Evaluation

This conference was held on February 15-17 in cooperation with the Center for Technological Education of San Francisco State College, on the State College campus. The purpose of the conference was to bring together those interested in innovation to discuss programs now underway. Approximately 125 persons were in attendance, representing 36 states. Topics included "The Newton Plan" developed in Newton, Massachusetts; "The American Industries Project" developed by Stout State University, Wisconsin; "The Pittsburgh Plan;" "The Pre-Technology Program" involving some 30 or more schools in California; "Project FEAST" (Foods Education and Service Training) a pre-technology program operated in the San Francisco Bay area; "The Vocational Education Partnership Project" a Central Mighican University Project operating at three levels--university, community college, and high school; and "The Bellingham Washington Project," a unique graphic arts program.

CHARGE OF DISCRIMINATION

(If you have a complaint, fill in this form and mail it to the Equal Employment Opportunity Commission's Regional Office in your area as soon as possible. It must be mailed within 90 days after the discriminatory act took place. (See addresses on back page)

This form is to be used only to file a charge of discrimination based on RACE, COLOR, RELIGION, SEX, or NATIONAL ORIGIN.

Case File No. _____

(PLEASE PRINT OR TYPE)

1 Your Name _____ Phone Number _____

Street Address _____

City _____ State _____ Zip Code _____

2 WAS THE DISCRIMINATION BECAUSE OF: (Please check one)

Race or Color ☐ Religious Creed ☐ National Origin ☐ Sex ☐

3 Who discriminated against you? Give the name and address of the employer, labor organization, employment agency and/or apprenticeship committee. If more than one, list all.

Name _____

Street Address _____

City _____ State _____ Zip Code _____

AND (other parties if any) _____

4 Have you filed this charge with a state or local government agency? Yes ☐ When _____ (MONTH DAY YEAR) No ☐

5 If your charge is against a company or a union, how many employees or members? Over 25 ☐ Over 50 ☐ Over 75 ☐

6 The most recent date on which this discrimination took place: Month _____ Day _____ Year _____

7 Explain what unfair thing was done to you:

8 I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

Date _____ _____ (Sign your name)

Subscribed and sworn to before me this _____ day of _____ 196_____

_____ (Name) _____ (Title)

If it is difficult for you to get a Notary Public to sign this, sign your own name and mail to the Regional Office. The Commission will help you to get the form sworn to.

U.S. GOVERNMENT PRINTING OFFICE: 1966 O—239-527

HOW TO FILE A COMPLAINT AGAINST UNLAWFUL JOB DISCRIMINATION

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

DISCRIMINATION IS UNLAWFUL

Discrimination in employment because of *race, color, religion, sex,* or *national origin,* is prohibited under Title VII of the Civil Rights Law. The Equal Employment Opportunity Commission will act on charges of discrimination in employment committed by employers, labor organizations, state and private employment agencies and labor-management apprenticeship programs.

CHARGES MAY BE FILED BY:

Any person who believes he has been discriminated against in an employment situation.

A Commissioner who has reason to believe that an unlawful employment practice has been committed by a company, labor union, employment agency, or an apprenticeship or training program.

The company, union, or employment agency is forbidden by law to punish you for filing a charge, for acting as a witness, or for assisting the Commission to establish the cause for the charge.

EEOC

YOU HAVE A RIGHT TO COMPLAIN IF:

Employer refuses to hire you when you are qualified for a job opening.

Employer refuses to let you file application but accepts others'.

Union or employment agency refuses to refer you to job opening.

Union refuses to accept you into membership.

You are fired or laid off without cause.

You are passed over for promotion for which you are qualified.

You are paid less than others for comparable work.

You are placed in segregated seniority line.

You are left out of training or apprenticeship programs.

AND . . .

The reason for any of these acts is your race, color, religion, sex, or national origin.

Also, if employer provides racially segregated lunchrooms, locker rooms, rest rooms, recreation facilities.

WE CANNOT HANDLE CERTAIN CHARGES:

The Commission can handle charges concerning discriminatory employment practices based only on race, color, religion, sex, or national origin. We cannot handle charges of discrimination, for example, concerning employment of physically and mentally handicapped, or concerning age, housing or schools. Where appropriate, we refer such charges to other federal or state agencies. We cannot handle charges of employment discrimination by federal, state or local governments, except that we can handle charges involving state employment service offices.

AFTER A CHARGE IS FILED:

- The Commission will review your charge and contact you by mail or in person.
- The Commission investigates your charge and if it finds it is justified, the Commission tries by conciliation to end the discrimination.
- If the Commission fails you may take your complaint to court.
- In most states with Fair Employment Practices laws, Title VII requires the Commission to refer your charge to the state agency which has 60 days to try to settle your complaint. You will be notified if this is done, and of your right to come back to the Commission if you are not satisfied with the state action.

NOTE:

The law covers employers of 75 or more people; labor unions with 75 or more members; and employment agencies. On July 2, 1967, the law will cover employers and unions with 50 or more employees or members.

YOU CAN HELP END DISCRIMINATION

The Commission will determine what action can be taken based on your statements as presented in the charge form in this pamphlet.

Freedom from discrimination is not enough. There must be freedom from the disadvantage that 200 years of discrimination helped create. There must be freedom of opportunity, freedom to work.—President Lyndon B. Johnson, April 28, 1966

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

REGIONAL OFFICES

Area Director, E.E.O.C.
300 North Los Angeles Street
Los Angeles, California 90012

Regional Director, E.E.O.C.
630 Sansome Street
San Francisco, California 94111

Regional Director, E.E.O.C.
1776 Peachtree Street, N.W.
Atlanta, Georgia 30309

Regional Director, E.E.O.C.
219 South Dearborn Street, Room 2402
Chicago, Illinois 60604

Area Director, E.E.O.C.
911 Walnut Street
Kansas City, Missouri 64106

Area Director, E.E.O.C.
333 St. Charles Avenue
New Orleans, Louisiana 70130

Area Director, E.E.O.C.
500 Gold Street, S.W.
Albuquerque, New Mexico 87101

Regional Director, E.E.O.C.
346 Broadway, 7th Floor
New York, New York 10013

Regional Director, E.E.O.C.
Engineers Building, Room 402
1365 Ontario Street
Cleveland, Ohio 44114

Regional Director, E.E.O.C.
300 East 8th Street
Austin, Texas 78701

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
STEPHEN N. SHULMAN, Chairman
1800 G STREET, N.W.
WASHINGTON, D. C. 20506

DOES SLAVERY STILL EXIST IN THE NEW SOUTH?

"I started to work at the White Oak Plant when I was 12 years old. I worked there for 44 years -- 33 years continuously before I retired.

"From my retirement pay of $16.40 a month, I must pay $5.00 for $1,000 of life insurance that is carried through Cone Mills Corporation. The money I have left barely pays my electric bill. You know, this retirement money just doesn't go very far. If I didn't earn some money some other way, I just don't know what I would do."

--Lacy Wright
retired from White Oak Plant
Greensboro, N. C.

Mr. Wright has just retired from one of a number of plants in the Greensboro area owned by the Cone family. The Cone plants don't hire workers; they keep slaves. Some of the men are made to work seven days a week to keep their jobs. They must eat on their jobs in rooms filled with lint or in filthy restrooms. In the last ten years stretch-out has loaded them with as much as four times more work, with no increase in pay or change in machinery. A man who used to work 25 machines now finds himself working 99 of them. If they're injured on the job, they get a sick pay of $20.00 a week after the first week--and nothing after the fifth week. They must keep a fast pace, and if they get behind and cotton piles up at their machine, lights flash and horns blow, attracting the attention of their bosses. The back-up could be due to a bad load of cotton as much as to a worker's laxness.

The workers already have bargaining rights and are organized in the Textile Workers Union of America. The Cone management has refused to bargain in good faith with the Union. As has been verified by the National Labor Relations Board, the workers now have a legal right to strike without being fired. Last fall they had a one day strike, but this brought Cone managers no closer to signing a satisfactory contract with the workers. In February, 75% of the workers in seven Cone mills walked out for three days, but management's position still has not changed.

The conditions in the Cone Mills are not too very different from those in other textile mills. Workers in Erwin, N.C., at Erwin Mills completed a successful strike against Burlington Industries. Farther west in the state, Chatham Mills workers in Elkin are planning a strike soon. To the east, National Spinning in Whiteville has been organized. These workers and more from other mills are joining together to help each other in their struggle against mill owners.

Despite the terrible working conditions in the textile mills across the state, the workers' proposals for change are modest. Consider, for example, the proposals of Cone workers:

1. Five per cent wage increase with a cost of living index clause;
2. Three additional paid holidays (they now have only three);
3. Two weeks paid vacation after five years of service, and two weeks vacation with three weeks average earnings after ten years of service;
4. Sick pay of $27.50 a week.
5. Pension plan on the basis of $1.00 a month for each year of service to be raised to $1.50 a month.
6. Union access to plants to hear workers' grievances and to make time studies to determine work load (with the purpose of ending stretch-out);
7. Voluntary payroll deduction of union dues.

In reply to union demands, Cone has offered:

1. To grant the paid vacations;
2. To allow union representatives to enter the plants, but only at the discretion of plant managers, and provided no time studies are made;
3. To permit union booths at plant entrances to collect dues.

Clarence Cone has said to the union that "if we were to agree, we might as well close down because we could not compete." However, Cone made a record profit this year of over $12 million.

Since the union started moving a few months ago, the plant managers have been rougher on the workers. They harass those who wear union buttons and one boss threatened to tear off any button he saw. After the first strike, a woman who did piece work--the only woman striking at her plant--was given bad material to work with, thus cutting her salary badly. With longer strikes, intimidations are expected to increase.

In their struggle across the state for their rights, union workers have asked students for their support and help. The coming struggle is not just for workers' rights, BUT FOR A BETTER FUTURE IN THE SOUTH FOR US ALL. In order to attain this goal, the strikers need student support. The workers can win only if their fight is made a public issue. As students we can help focus attention on these problems.

Students from UNC-G, Guilford, UNC-CH, Duke, and elsewhere, have already marched with workers on picket lines and are participating in the local union meetings. They have been able to draw both local and national attention to the strike. Faculty members and ministers are becoming involved in the struggle.

Every concerned citizen in this state should take it upon himself to join in supporting the right of textile workers to organize and bargain for wages and conditions that allow them to live decently. Until the 250,000 textile workers in this state (46% of the total number of production workers) secure their rights, the progress of North Carolina toward a new day will remain crippled.

STEVENS OPPRESSES NEW SOUTH

Over the past three years, 105 people have been fired from J. P. Stevens Textile plants for joining unions. The right of workers to join unions has been insured by the National Labor Relations Act for over 30 years. Despite this law, however, the management of J. P. Stevens has fired men and women for joining unions and has intimidated union members and prospective members. After an intensive investigation, the National Labor Relations Board found the company guilty of violating the law prohibiting the firing of workers for joining unions. Stevens, however, has refused to reinstate these workers and pay their back wages.

The 40,000 workers in the 60 Stevens plants have every reason to want a union. Wages for most employees center between $1.38 to $1.75 an hour. As is common in the Southern textile industry, many of the wages amount to less than the $3,000 a year poverty limit established by the federal government.

The Industrial Union Department of the AFL-CIO started a campaign to unionize the Stevens mills in 1963. Organizers went into 25 plants, but as soon as the management learned who had joined the unions, many were fired. The management would post the names of union members on plant bulletin boards and then tried to intimidate workers into crossing their names off the list. Under such circumstances, the union could not get its feet off the ground, but the workers and the union organizers filed charges against the company with the N.L.R.B. and began a lengthy battle. After an intensive investigation, the N.L.R.B. found that the J. P. Stevens Company had tried to "crush the union movemont in its plants with small regard for the means employed." The "flagrant unlawfulness" contained in the Board's record includes:

1. The wholesale discharge of union members.
2. Spying on union meetings and employee attendance.
3. Reprisals to discourage union adherence.
4. Stripping employees of union insignia.
5. Posting list of union members on the company bulletin boards and inducing those so listed to 'scratch' their names.

These workers have been fighting this battle alone for several years now. This Wednesday, the Charlotte Chamber of Commerce is hosting the Board of Directors of the J. P. Stevens Company at a dinner and reception. The workers fired by the company are planning to hold a demonstration, picketing outside the City Club where the dinner will be.

The workers have been fighting their battle alone now for too long. They deserve the support of anyone in the community interested in ending the injustices committed against them. The workers are fighting for a union so they can bargain for improved wages. Improved living conditions for workers will bring us all closer to living in a New South. Help them in their fight.

JOIN THE WORKERS ON THEIR PICKET LINE

City Club
330 S. Tryon Street
Charlotte

Wednesday - 5 P.M.

STEVENS OPPRESSES WORKERS

PICKET:

CITY CLUB
330 S. TYRON ST.
WEDNESDAY
5 PM

SUPPORT WORKER'S RIGHTS!

TEAM

FEE, fearing "total state," receives record income

One of the oldest and wealthiest of the ultraconservative groups which turns out "educational" material used by many others is the Foundation for Economic Education, at Irvington-on-Hudson, N. Y. Although it gets nearly one half million dollars a year in tax-exempt contributions, FEE rarely gets in the news, even though it was started in 1946 by a professional organization man—Leonard E. Read—and is dedicated to spreading its work.

Recently, a simple commencement speech by Read, in Denver, provided the local press with a reason for interviewing the veteran conservative leader and provided a look at FEE's philosophy as of 1966. Read told an interviewer that he is against state intervention, including the welfare state or planned economy along with communism and nazism, and that he was for the free market, private property and limited government philosophy. Then Read complained that people seem to *want* government intervention, adding that he's arguing for an idea which we've never had and never will. "We're headed for a total state," he said.

Meanwhile, FEE is getting more contributions than ever. In fiscal 1964, it took in $591,617 in contributions (plus $79,194 in sales, etc.) for a record income. The 20 largest contributors accounted for 43% of the total, with the largest 10 contributors accounting for a third. The first ten included the Lilly Endowment of the Indianapolis drug family; the memorial trust of J. Howard Pew, Philadelphia industrialist and supporter of many far-right groups; the E. I. DuPont DeNemours & Co. of Wilmington, Del; and family trusts in Wilmington, Ann Arbor, Seattle, Rockford, and Denver. Pew's Sun Oil Co. also contributed, making a total of more than $35,000 from Pew family interests.

Deering-M Foundation

The second ten included two other foundations at Rockford and Ann Arbor; foundations at Los Angeles and New York; and corporate contributions of $5,000 each from General Electric, General Motors, Gulf Oil and United States Steel. Two of the big donors—Pew and the Deering, Milliken Foundation of New York—have actively helped the John Birch Society; and most of the other benefactors give to other conservative causes as well.

* * *

ORGANIZATION NOTES: Dr. Fred Schwarz says he found a successful new format in Memphis for "Schools of Anti-Communism" which may be held in Chicago, Los Angeles, Indianapolis, St. Louis, Philadelphia and Boston. The new technique is to spend a day on each of several campuses in the area, also having local professors appear. . . . Mrs. Jennelle Moorhead, President of the Congress of Parents and Teachers, told her annual convention that extremist infiltration has accounted for the loss of some PTA units and members the past year. . . . Something called the American Academy of Achievement, which claims headquarters in Dallas but is not listed there, has started giving national awards. . . . A meeting in Washington of the American Medical Political Action Committee drew 450 representatives to get ready for the fall elections, and

ABBEVILLE COUNTY

Enrollments, by school and race (Oct. 1967)

Total 2891 whites (W), 2028 Negroes (N) (149 N, no W integrated)

Enrollment in individual schools (grades 9 to 12)

Abbeville High School, Box 610, Abbeville	421 W	18 N
Wright High School, Box 490, Abbeville	0 W	460 N
Calhoun Falls High School, Calhoun Falls	179 W	5 N
Dixie High School, Due West	259 W	28 N

51

Vocational Education programs

Agriculture

1 secondary and one adult program in each of the four high schools (1967-68)

Home economics

1 secondary and one adult homemaking program in each of the four high schools (1967-68)

Office occupations

1 secondary program in each of the four high schools (1967-68)

Trades and industrial occupations

Secondary textile program in Abbeville High School (1961-1962)

Secondary machine shop program in Abbeville High School (1961-1962)

Also one secondary program each in carpentry, cosmotology, drafting, masonry, and radio and television, but cannot locate by school (1966-67)

Eight adult education classes, but no information on occupation or school (1966-67)

Six secondary and eight adult programs planned for 1967-1968

Technical education

One adult electronics program in Abbeville High School (1966-67)

One secondary and five adult programs planned for 1967-68, but no information on occupation or school.

Civil rights compliance status

Hearing held January 4, 1968, no decision at present

Abbeville Co

Abbeville Mfg Co L.C. Piccirillo, G.M.
no address
Abbeville, S.C.

Deering Milliken, Inc Ted Williamson, G.M
Abbeville Mills H.C. Byrd, P.A. Selby, S.C
no address
Abbeville, S.C.

Bigelow-Sanford, Inc L. M. Cobb, P.M.
Rocky River Mills

Calhoun Falls, S.C.

Huggins Garment Co. Claude Huggins, Pres.
P.O. Box 97

Donalds, S.C.

Orig + 1
Abbeville Co.

2/27/68
Interview with Tom M. Georgion - personnel Director
and Bill PriceEqual Employment Officer - Abbeville
Mills, Abbeville, S. C.

Price did most of the talking here. These gentlemen explained at the outset that the Plant Manager was out of town and had asked them to talk with me. Price stated that he had other responsibilities and that his work as Equal employment officer meant primarily that he prepares the forms for the government and talks to civil rights groups.

Abbeville Mill makes synthetics - men's and women's wear, auto upholstery, etc. It employs over 700 employees "plus or minus." The turnover is small. It has been in Abbeville for years and their employees are long term. For example, they have 94 employees with 25 or more years of service. They employ about 3 or 4 people a week. They are expecting no expansion. They rarely have lay offs. Employment here is by walk-in and by employee references. Price also stated that he has worked with the principal and guidance counselor, Mr. and Mrs. Moore, at Wright High School, the only Negro High School in the county. The Moores have made some references and occasionally they have referred people(other information is that the Moores are not moving in this area).

On TEC thses gentlemen stated that since it is located in Greenwood thatthe Abbeville Mills and Abbeville Industries tend to get few people from TEC. Most of their people come from Abbeville County. They train people from within. They have instructors and in addition a new person might getsome training under the supervision of an older person in the job. They occasionally use the State Employment Service for references but they have not gotten many people through that means.

On tests these gentlemen stated that they use the SRA non verbal tests and they require a score of 31. They stated that the test has been validated but they were unable to give me the failure rates either generally or by race.

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This company operates a "integrated" plant in the sense that they have a yarn mill a weaving and a finishing operation. That is to say that they take raw cotton and when they finish processing it , it is finished cloth.

They do not use a personnel handbook.

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On TEC thses gentlemen stated that since it is located in Greenwood that the Abbeville Mills and Abbeville Industries tend to get few people from TEC. Most of their people come from Abbeville County. They train people from within. They have instructors and in addition a new person might get some training under the supervision of an older person in the job. They occasionally use the State Employment Service for references but they have not gotten many people through that means.

On tests these gentlemen stated that they use the SRA non verbal tests and they require a score of 31. They stated that the test has been validated but they were unable to give me the failure rates either generally or by race.

Interview with Tom M. Georgion - Personnel Director
and Bill Price Equal Employment Officer - Abbeville Mills

However the test was installed in 1964 the x (the same year the Civil rights Act was passed). They stated that this test has been validated by the Personnel Service Department of Deering Milliken in Spartanburgat the research corporation. However they were unable to recall the name of the specific person who did the validation or who was in charge of it. They promised to send me that name. The company operates wth a 3 stationary shift arrangement, the shifts break at 8, 4, and 12. People usually enter at either the 2nd or 3rd shift level and they can only get to the 1st shift on the basis of seniority. These gentlemen were unable to state the rates of pay for the various jobs for that was confidential.

This company operates a "integrated" plant in the sense that they have a yarn mill a weaving and a finishing operation. That is to say that they take raw cotton and when they finish processing it, it is finished cloth.

They do not use a personnel handbook.

They were unable to give data on racial composition of their work force or even on the sexual composition of it. However they did state that they have no Negro supervisors, although they do have a Negro section leader who runs the warehouse. They were unable to say how many supervisors there were.

On training tht participate in two scholarships programs; the National Merit program and the South Carolina Association of Independent Colleges. In the latter they have money going to Claflin, Johnson C, Smithand Benedict in the case of Negro schools and of course there are white schools too participating. The grants are made by application, the funds are available only to employees and their children. These gentlemen were unable to state the amount of money available to a student. The program calls for out right grants up to a certain figure and there are no requirements as to which courses to take with respect to

working for the company. They were unable to recall the name of the person who runs this program but they promised to send it.
THESE GENTLEMEN STATE THAT THEY NEITHER NEED NOR WANT ANY HELP FROM TEAM. THEY WERE PRETTY UNCOOPERATIVE. I DON'T THINK WE'LL GET MUCH HERE ONA VOLUNTARY BASIS.

Abbeville Co 2/27/68

M. M. Georgion
Per Dir

Bill Price
E.O. Officer

Abbeville Mill

Makes synthetics - men's & women's wear - auto uphol
Emplys 700 + or -
Turnover - small. been here for yrs - long term
Eyees - e.g., 94 w/ 25 + yrs serv
3 - 4 per wk - No exp
occ layoff but usually

Emplymt by walkin + E/yee ref.
Wk w/ Mr & Mrs Moore - G C & Prin
Wright H.S. - References + occ referrals.

E.O. Rev impromt - prep

TEC - 's in Grwd - few people gotten
Most came fr Abbeville Co

Training fr w/i
Get pf of job under sups of older man.
Has instr.

Needs ~~to~~ wants no TEAM help

occ. uses SES - ~~[illegible]~~

TEST

Test = SRA Non verbal - needs score 31
is validated
% failure
installed 1964
Doesn't know failure rate
val by Pers Serv Dept of D-M in Spbg
at the Research Corp.
~~Headed~~ Can't rec

[redacted] 3 shift - stationary - 8 - 4 - 12
Can't say rate - confid'l
entry usually 2d or 3d
& seniority for ch.

Yarn mill, weaving, & finishing
integrated

~~Women 90~~

No pers bk used

Can't guess 90 women

No N Supv -
one N & 2 hdr - runs whse
Can't say #

Scholarship programs: (2)
(1) S. C. Assoc of indep colleges
(2) Nat'l Merit

Clafin
J. C. Smith
Benedict

By applic
E/yees + ch -
$ Grt (?)
outright Grant to kid to x figure + grat to
No regnt re course or later wk
wouldn't

Program
run by - will
give

TO Abbeville Co

Russell Lyon, a foreman at Bigelow-Sanford (Carpet) mill in Calhoun Falls, is on the board of Piedmont TEC which is physically located in Greenwood County & purports, at least to serve Abbeville County, inter alia.

Abbeville Co 2/28/68

Claude Huggins Pres
Robt L. Hawthorne, Jr. atty for Corp - Mun Bldg
Abbeville for Corp 459-4637

Contractors for Oxford Shirt - Atk
Div { Mayon Div
Bidoshia Garment
Manchester

2 plts - Donaldson & Due
130 | 230 — 18% in both plts
60 M
1 fore lady } here
3 helpers }
all wh
Mainly Flem (12 men)
cutters
marker

sewing -
pressing - to $100 wk
folding -

exp
using some in before CRA

8 hr Not hiring - 4 day wk - this season - spring buying
+ Fall not started - 4-5 wks
Has learner certif
Turnover - about 3% per mo - 8-10 people per mo
-12

exp - plans to combine the two plts
Would be willing enter arrmt for saving when
openings
Hires in own community - Notify Mr. Cormick
~~N Fore lady~~ Takes applic
~~tests~~ Fore ladies & Dept head hires
~~No~~ No tests
Trng Has abandoned Aptitude test (Dexterity) every body
failed - used to send applic thru SES - Abbeville

E/yee ref = entry

→ Will drop one line — no openings
He's major E/yer here
12 mi away is too far away
Abbeville Mfg Co takes them away

Trng OJT -
Has Learner certif
Horace Path Abbeville - have none
must trf to wkr list after 12 wks
wk for $1.45
Trained E/yee help - sew on rags
turned loose - can go to prod
End of day clip compare bundle wk
gets prod if exceeds
after 12 wk period, Min wage
for all + production
No Age Rqmts
No lit rqmts
~~No age limits~~
No color sight rqmts

Takes people fr Horace Path (Shirt Co)
Ware sh Mfg Co (Blouse
Abbeville Mfg (Blouses + Bluebell (shirts)
Antreville Mfg (Late Blouses)
Ivo " (Fadis Blouses)

All - Same shape re cutbacks
N Contact - None - town small - news gets around
In Bus 20 yrs

Ads - seldom - Paper
Places jobs w/ SES - runs yr-round ad in
Abbeville ~~Press Lwkt~~ Press + Banner

Training costs

Costs $50M per yr to pay cleaners
who can't produce to $1.45

Most enter as trainees

Hrs 7:00 A.M ~~to 9:30 break~~
to 12-12:30 lunch
Home 3:30

no A/C

Abbeville Co

A. — NAACP just organized (Dec '67) & President eager to "get going." Would be willing to take on test E/mt as 1st Major effort. Had disturbance in December so County can be shaken. Org job oriented but going after peanuts -- dept store clerks etc. Tough area — little leadership, no mass following

B. Plant visits: 5 scheduled, 2 seen, one missed apptmt

completed

Prospects

~~Abbeville~~

1. Bigelow Sanford
   - hires about 15 per month.
   - will work closely w/ TEAM
2. Abney Mills. (drawers and co)
   - physically in Grand Co, wh see
   - Non committal but needs push - too big to overlook w/ 15 plts in 6 co.
3. Huggins Garment
   - on cutbad status now but will be hiring in April '68. 8-12 per mo - Fem.
   - will coop w/ TEAM & local people (10-15 mi)
   - Has tny via learner permit.

poss Staffers

Willie Cameron, NAACP Pres

Lucius Walker youngster w/ poss; wks christmas

Pull my Notes
from Abbeville
County file
On this one

assoc w/ Abbeville
Co

Hugins Grant Co

204 W. McKee

CE 3-1032

Feb. 28, 1968 Interview with Claude Huggins, Pres.
Robert Hawthorne , Jr. Attorney Huggins Garment Co.,
~~xxxxxxx~~ Donalds, S. C.(Abbeville County)

Mr. Huggins seemed very open around Mr. Hawthorne whose offic e is in the_____ Abbeville, phone 4-594637 was present because Huggins asked him to be present. He is attorney for the corporation, he is white about 40 and said almost nothing. Huggins Garment corp is a one man corporation(his wife hold one share) it has 2 ~~xxxxxx~~ plants. One in Doanlds at which we~~xx~~ talked another in Due West. They con tract for the Oxford Shirt people in Atlanta including the Maxon division, the Bidarlia Garment and the Manchester shirt people. Oxford provides them with the cloth which they cut and sew into men and boys' shirts. Mr. Huggins walked me~~xx~~ through the plant and started to talk me through the operation.

They have 2 plants 1 at Donalds and 1 at Due West. In ~~Doanlds~~ Donalds they have about 130 people of whom 60 are Negroes. In Due West they have about 230 people of whom 18% are Negroes and the Negro ___ figure tends to run about 18% in those plants. The operation ___is ~~cause~~ mainly female but they do have about 12 men as ~~xx~~ cutters markers and a few mechanics. They have 3 helpers and one floor lady in the Donalds plant all white. The work is mainly sewing, pressing folding and the workers make up to $100 a week.

This company has been using some Negroes ~~for~~ before the civil rights act.

It operates on a 8-hour basis . Normal shifts a 5 day week but right now they operate on a 4-day weekbecause the spring buying has fallen off. Mr. Huggins indicated that they expect to be hiring within 4 or 5 weeks/ Their turnover is about 3% per month - 8, 10 or 12 people per month. The comapny has a training program which the government sponsors under which the person gets a learning permit and work~~s~~ for a lesser amount of money until he ~~finishes~~ learns the job.

Mr. Huggins stated that ~~th~~he would be happy to enter into an arrangement with TEAM ADVISING ~~THEM~~ TEAM WHEN openings are available so that we might send people . He prefers to hire from their own community. They have notx tests. They abandoned their aptitude test after it was found that every one was failing it. He said that they were sending applicants to the state employment service ~~and~~ for testing. Most of the people we gather by employee~~a~~ references

~~here at Donald's~~. They hire people up to 12 or 15 miles away he stated that one problem is that other garment companies such as Abbeville Mfg. tends to take away their people. Apparently there is much shifting employees among ~~these check about~~ the garment companies,for example Huggins stated that he gets people from Honea Path from the shirt company there. Ware Shoals Mfg co, the blouse company and Abbeville Mfg. Co. and the Blue Bell Co. which makes blouses and shirts and from the Antieville ~~Mfg~~ Mfg. Co. which makes ladies blouses and from the Iva Mfg co. which makes ladies blouses.

On the training period a worker comes in and works ___ and works for som $1.45 an hour until the end of 12 weeks they are trained by other employees ____ and they are sent to production as soon as possible, after al2 week period. The minimum wage plus production, there are no age requirements, no literacy requirements and not even anycolor sights requirements.

Huggins stated that all of these garmentcompanies are in the same shape in ~~in the sense~~ that they are in cutbackstatus. In his own case, he stated tht he does not layoff people when they do not have cutback status, he cuts everybody.

This company does not use Negro contactssince The town is small and the news gets around and they have been in business for 20 years. They seldom advertise but they do place the job with the state employment service and run a year-round ad with the Abbeville Press and Banner, the local newspaper

The training costs about $50,000 per year

CAN'T ~~xxx~~ INTERPRET THE REST OF THIS TAPE(Near the end)

Abbeville CO 3/4/68

Interview w

Willie Cameron - possible aide NAACP Pres

~~Wright~~.

He'd do -
avail 3-4 days
would love to do it

~~L.C.~~

Possible staff wk

Lucius Waller - wks Grwd - Montsanto
Good wkr - 106 Whitehall St
Abbeville
459-2353

NAACP - wkg on E/mt
200 Mbrs; about 10, mostly women
Got 1 N downtown

Abbeville Mills - desegn - No N foremen
→ Simon Fair - was inspector; 2d VP
of NAACP - forced out - ch shifts - made
one insp mistake

→ Montsanto - foremen rec by other foremen &
all white - Has test

Sam Mobley - fr Sakula - wks Montsanto
Ptg O/C - all N Area - Seems to be
high pd -

Can't take test w/o foreman's rec

Foremen - go class 2-3 wks; then wk in
area under foreman, then became foreman.

NO N foremen
" " Seere

Has 7 N in class this wk of 25-30
Has Height rqmt -

Hale Mfg Co - ~~Make~~ Cut your Lo't
for Montsanto
open 5 yrs 50 700 E/yee
Willie Ed Brown - was fined for
portie in riot
~~walk~~ had white hired over him

Rocky River - Bigelow
C appld - they took applic, sent back to SES

Abbeville Co 3/4/68

Mr. E. M. Cobb
Plt Mgr

Bigelow Sanford
Rocky River mill - Calhoun Falls
Abbeville Co - (But draws fr 30 mi
incl Anderson + McCormick Co
also Ga (10 mi)

E. W. Galinat - here & Belton plt
Dir Yarn Mfg (Came out of Retirement - formerly plt mgr here - 10 yrs ago. Started plt.

plt in 11th yr - carpet Yarn Mfg - fr Here to
shpg rec wet mill Landrum S.C. plt
above Grvl

Takes wool - scour dye blend, card & wind
sgn - Same except Scouring

3 S.C.
Landrum S.C. - wool
Belton - yarn
Here yarn

740 Lily -
134 N male } 21.7%
44 Fem

In '65, per I D
they had over 1M Eyees
RIF?

300 Eyees Belton
aprox 20 ~25%

Turnover rate =
this plt - last yr
2.4%
Jan '68 18 sep
22 Accession (hired)

No exp planned -
Contracted last yr

How get job?

Cut back middle last yr

Normal

uses sen for layoffs + recall

Mainly Fem 50+ Fem

No N Supv - Some N Lead Men
3 N Clerical out of 27

~~Come~~ Hires via applic at plt
pers screens + ref to Dept head who interviews
+ hires

Test - clerical + ojc - diff test
Mill - visual + color + dexterity

Cobb - about 45
OJT - Has instr - classes
e.g., 4 spinners - vestibule trng
in class - 3-4 days - to machine
prog rept

Would wk W/ TEAM - Coop

Wants N Clerical + Office Help
Went N Schls - wants applic
N HS in Abbeville
Typing - no dictation
pays $64-73 00 wk

Supv - Sen + Abil
Here, 85-90 hired + trnd when plt started
Bro't fr Connecticut
Had 3000 applics for 500 jobs
Had
NO Scholarship program
But ICS course, own init, complete
+ 100% reimbursement - text related
TEC - Not famil W/
Helps re Supv. But wks up
Has 1 N leadman

Most turnover = low job.

day wk

Cordi
Spin
Textile
Wind

No Weaving

Piece work - all prod

5 day wk - 3 shift oper

New people 3d or 2d

~~Most~~ Most N ~~3d sh~~
2d & 3d shift

Must get sen to go 1st shift
few from 1st shift

"quite a few" N males - only hires w/ sen

Drows E/yees fr radius of 30 mi

"Bob Gettys"

Adm supt gschls

R.H. Gettys
P.O. 159
Abbeville
Res: Due W

379-8359

~~Dixie H.S. Due West~~ white
~~James Strong Prin~~

Wright H.S. Abbeville
Branch St

459-2786

L.B Moore, Prin

712 Branch

459-4614 - Res

Bigelow-Sanford, Inc.

INTER-OFFICE CORRESPONDENCE

TO Mr. E. M. Cobb

DATE 3/4/68

FROM Dave McKee

SUBJECT NewEmployees by race
from January 1, 1968

(7 total)
We have hired 22 females of which 31% were negro.

(6 total)
We have hired 16 males of which 31% were negro.

(13 total)
Total hired 38 of which 34% were negro.

E-117H (REV. - 1)

Interview with E. M. Cobb, Plant manager and Mr. E. W. Galinat, Director of Yarn Manufacturing for both plants both here and in Belton, Rocky River Mills of Bigelow Sanford Company Calhoun Falls, Abbeville county.

This plant is situated near the Anderson and Abbeville County lines and also near Georgia with the result that it draws people from all ~~thirty~~ three of these areas for a distantsof about thirty miles. This plant is in its eleventh year. It manufactures yarn for carpets. It takes the raw wool and scourers it, dyes it, blends it, cards it and winds it to make the yarn. After the yarn leaves this plant it goes to the Landrum, S. C. plant above Greenville, in Spartanburg County where the yarn is made into woolen and velvet carpet.

Bigelow Sanford has three plants in South Carolina. The weaving plant in Landrum and two yarn plants in Belton (Anderson county) and in Calhoun Falls (Abbeville county).

The discussion was primarily concerning the Rocky River Mill.

The Rocky mill has 740 hourly imployees of whom 134 are Negro males and 44 are Negro females so that there is a overall Negro work force of 21.7 %. Since January 1, 1968 they had hired 22 females of whom seven (31%) were Negro; 16 males of whom 6 (31%) were Negro ; with a total of 38 new hires in those three months of which 13 or 34% were Negro, Thus the proportion of Negro new hires roughly approximates the 32% Negro population in Abbeville county while the 22% Negro work force is substantially less. Mr. Galinat guess was that there are about 300 employees in Belton of whom some 20 or 25 per cent would be Negro but he emphasized that that is only a guess.

On turnover rate the gentlemen stated that last year this plant had a turnever rate of 2.4% (presumably an average monthly turnover rate) for example in January 1968 they had 18 people who were separated for various reasons and they hired 22 persons.

The company plans no expansion. There was some contraction during the middle of last year. They used seniority as the basis for layoff and recall.

The plant is over 50% female.

There are no Negro Supervisors although there are some Negro lead men.

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The plant is over 80% female.

There are no Negro Supervisors although there are some Negro lead men.

Interview with E. M. Cobb and E. W. Galinat

There three Negro clerical people out of 27 clericals.

Hiring is done by application at the plant. The personnel office screens and refers applicants to the department head who interviews and hires for working in the mill they use a very simple visual and color and dexterity test. However, for clerical and office work they use a different and more difficult test.

They have a training program with an instructor and classes. for example they have classes of about four spinners in the *** _____ training in class. They stay there for three or four days and then go to the machines. Records of their progress are kept.

These gentlemen stated that THEY WOULD BE HAPPY TO WORK WITH TEAM ON A CO-OPERATIVE BASIS TO INCREASE THEIR NEGRO PROPORTIONS THEY STATED THAT THEY WANTED NEGROES IN CLERICAL AND OFFICE JOBS. They have gone to Negro schools and stated that they want Negro applicants. They stated specifically that they have been to the Negro high school in Abbeville, The Wright High School. They require typing but no dictation and pay from 64 to 73 dollars per week for these people.

Supervisors are selected on the basis of seniority and ability. When this plant started they hired and trained 85% of their supervisors and brought in others from their ~~Sanford~~ Connecticut operation. They had some 3,000 applicants for their ~~6,000~~ 500 jobs ~~they~~ when they started.

There is no scolarship program ~~for~~ run by Bigelow Sanford but a person might ~~neverless~~ nevertheless take the ICS (International Corresponce School) course on his own initiative and if he completes it he gets 100% reimbursement. Having taken this course helps one to become a supervisor. They have two Negro leadmen. These gentlemen stated that they were not familiar with any textile related courses offered at Piedmont TEC in Greenwood.

Most of their turnover is in the lower level jobs.

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Hiring is done by application at the plant. The personnel office screens and refers applicants to the department head who interviews and hires for working in the mill they use a very simple visual and color and dexterity test. However, for clerical and office work they use a different and more difficult test.

They have a training program with an instructor and classes. for example they have classes of about four spinners in the _____ training in class. They stay there for three or four days and then go to the machines. Records of their progress are kept.

These gentlemen stated that THEY WOULD BE HAPPY TO WORK WITH TEAM ON A CO-OPERATIVE BASIS TO INCREASE THEIR NEGRO PROPORTIONS THEY STATED THAT THEY WANTED NEGROES IN CLERICAL AND OFFICE JOBS. They have gone to Negro schools and stated that they want Negro applicants. They stated specifically that they have been to the Negro high school in Abbeville, The Wright High School. They require typing but no dictation and pay from 64 to 73 dollars per week for these people.

Supervisors are selected on the basis of seniority and ability. When this plant started they hired and trained 85% of their supervisors and brought in others from their Connecticut operation. They had some 3,000 applicants for their 5,000 jobs when they started.

There is no scolarship program run by Pi elow Sanford but a person might nevertheless take the ICS (International Correspondence School) course on his own initiative and if he completes it he gets 100% rebursement. Having taken this course helps one to become a supervisor. They have two Negro leadmen. These gentlemen stated that they were not_____ with any textile related courses offered at Piedmont TEC in Greenwood.

Most of their turnover is in the lower level jobs.

Bigelow and Sanford Interview

In terms of jobs these gemtlemen stated that the main jobs are carding which is mainly ~~day~~ male work, spinning, twisting, and winding the latter three are piece work jobs on production. There is no weaving at this plant.

They operate on a five day week with a three shift operation. Most new people are assigned to the third or the second shift and most Negroes are either on the second or the third shift. In order to go to the first shift one must have seniority, while there are "quite a few" Negro males who were hired originally by the company and who have senority and who are on the first shift there are very few Negro females on the first shift.

This plant draws from from a radious of 30 miles.

These gentlemen stated that they work closely with the schools. They referred specifically to R. H.(Bob) Gettys the administrative superintendant of schools (who's about to lose Federal funds via Segregation) at P. O. Box 159 in Abbebille Telephone 379-8359, residence, Due West and to The Wright High School in Abbeville on Branch Street L. B. Moore, principal. Telephone 459-2706 residence 712 Branch Street Telephone 459-4614.

These gemtlemen were very cordial to me. I was late for the appointment and they didn't press that point. Mr. Cobb had his racial statistics already for me to ask these questions which he expected. Mr. Galinat was the original plant manager at this plant who subsiquently retired and has been called out of retirement to work for the company again. In the Meantime he has done some consulting work for textile firms in Florida where he moved.

This company should be given a relatively high priority. With some 15 or 20 jobs per month and its desire to have Negroes in the clerical jobs, there may be some potential here. I am particularly impressed that they are willing to work with TEAM on a continuing regular basis to review progress.

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#168 Abbeville Co

Grand Index from 3/7/68 P. 4

The S.C. Press

VOCATIONAL EDUCATION TO SUFFER

As a result of the loss of Federal Funds in the local school system, is the Vocational Educational program to suffer permanent damage in Abbeville County — a county where such training is an absolute necessity? It could very well, for the Vocational program is supported primarily by funds from the Federal Government.

Since the local school district is not in compliance, according to a ruling by the Department of Health, Education and Welfare, federal funds will not be available when school reconvenes in September. Considering the amount of money involved in the program, it is indeed doubtful the local system will be able to continue its program of Vocational Education.—**Abbeville Press and Banner**

Grand Index - Sum, 3/27/68 P. 5

Abbeville

Bi-Racial Committee Named At Abbeville

By DANNY McNEILL
Index-Journal Reporter

ABBEVILLE — Abbeville Mayor Joe Savitz has appointed a bi-racial committee as a measure aimed at maintaining good relations between races in Abbeville.

THE 10-MAN GROUP, termed the Abbeville Human Relations Committee, will hold its first meeting today at 5 p.m. in the city council room of the city hall.

Mayor Savitz said the committee was formed to hear grievances and complaints and to recommend corrective measures necessary in maintaining good relations in Abbeville.

He said the formation of such committees had been requested by Gov. Robert McNair and had the support of the South Carolina Municipal Association.

MEMBERS OF THE BOARD are the Rev. Willie Jefferson Jr., the Rev. W. Horace Benjamin, Gus Latham, Mrs. Murrell J. Huckabee, Mrs. Sally Fair Ashe, Mrs. Selida Mims, Willie Jones, Johnny Morton Jr., Miss Elsie Williams and Thomas E. Hite.

Note: The omitted NAACP president. - only CR group in town

3
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At Abbeville

Grwd Index -J
4/4/68 p. 11

NAACP Rejects Proposed Human Relations Group

ABBEVILLE — The Abbeville Chapter of the National Association for the Advancement of Colored People has released a statement in which it rejects the proposed Abbeville Human Relations Commission.

According to the statement, the chapter's primary reason for rejection is that members of the committee are not truly representative of the entire Negro constituency of Abbeville.

"No organizations, such as the NAACP or the Community Action Program (CAP) were notified or invited to participate. However, both of these organizations were known to the Mayor through previous contacts," the statement continued.

"It is hoped that shortly a new committee may be appointed which will be a more representative and democratic organ."

Mayor Joe L. Savitz said Tuesday he would answer the letter which was signed by members of the NAACP chapter's executive committee. Savitz emphasized that commission members were not selected on basis of representing any particular group, organization, religious affiliation or faction in the city.

He said the members were selected merely on the basis of providing a commission which could work for the well-being of everybody in the city of Abbeville.

"There are no elective officials on the commission; it is composed of 10 persons whom we believe can sit down when necessary and help resolve problems which could tend to disturb. . .race relations here," Mayor Savitz said.

The commission held its first meeting March 27. Officers were elected at a second meeting held Monday. The Rev. Horace Benjamin was elected chairman, Gus Latham was elected vice chairman and the Rev. Willie Jefferson Jr. was elected secretary.

Other members of the commission are Mrs. Murrell J. Huckabee, Johnny Morton Jr., Miss Elsie Williams, Willie Jones, Thomas Hite, Mrs. Jessie Fair Ashe and Mrs. W. J. Mims.

In its Monday meeting, the commission discussed the need for expanded recreation for youth of the city.

OPERA HOUSE MEETING

ABBEVILLE—A public meeting has been scheduled for Monday to discuss the possibility of restoring Abbeville's Opera House.

The meeting has been set for 8 p.m. Monday in the Opera House on the Abbeville Square.

If sufficient interest is displayed at the meeting, George Settles, director of the Abbeville Community Theatre, says the group may plan to stage its final production of the year at the old Opera House.

The Thornton Wilder work, "Our Town" has been tentatively scheduled.

P.O. RENOVATION

ABBEVILLE — May 21 has been set as target date for the awarding of a contract for the renovaton of the former Abbeville Post Office.

The old post office building is to be converted into headquarters for the Abbeville County Library. The building was awarded to Abbeville County for library purposes by the federal government in 1966.

Advertising of bids on the construction project will begin on April 17 with bids open for 30 days. Cost of the project is estimated at $60,000.

GENERAL ELECTION

ABBEVILLE — The general election for the city of Abbeville will be held Tuesday with no opposition for five candidates.

The names of five Democratic candidates who won in a February Democratic primary are the only names which will appear on the ballot. Unopposed are Mayor Joe L. Savitz and Aldermen Harry L. Horton, Jack D. Farmer, James W. Smith and James W. Knox Jr.

Voting will take place in the City Hall between the hours of 8 a.m. and 6 p.m.

WOMAN OF YEAR

ABBEVILLE—The Pilot Club will name the 1967 "Woman of the Year" for Abbeville County at a banquet scheduled Saturday at 7:30 p.m. at Grace Methodist Church.

The award will be presented by Mrs. Ed Eubanks, recipient of the 1966 award. Mrs. Harry Nance, president of the Pilot Club, will preside.

WIN SCHOLARSHIPS

ABBEVILLE — George D. Sorrow Jr. and Tommy Pendley have been named winners of Abbeville Mills college scholarships for 1968.

Both are seniors at Abbeville and plan to attend Erskine College in Abbeville County. David is the son of Mr. and Mrs George D. Sorrow. He is president of his high school senior class.

Tommy is the son of Mr. and Mrs. Wallace S. Pendley. The scholarship is awarded annually to one or more employees or children of employees of Abbeville Mills.

TEACHERS' OFFICERS

ABBEVILLE — J. V. Wikerson was elected president of the Abbeville County Teachers Association at a Tuesday meeting of the group.

Wilkerson is Assistant Administrative Superintendent of the Abbeville school district. Mrs. Vivian Strickland was elected treasurer.

5/7/68
Waller (phone

~~Smith~~ -

~~See Mr. at 5:30 p.m.~~
~~at Chamber~~

Shake

Shirt master

Abbeville Shirt - ~~Don't Send~~ Wouldn't Talk

Concerned in pass meet w/ you
Special Ltr sent 5/7/68

Bloomburg M - ~~Send~~ don't send
- Riding N accused raping wh woman
- wh promoted over him
- Believes
- N wh man - wh not finished H.S.

Hold till Rept. then write special ltr based on rpt

Hale Mfg -
process Nylon fiber
3590 N Fem
no openings

Special Ltr sent 5/7

Also send
- Flexible Tubing Abbeville
sent 5/7

Abbeville Mfg Co - Nice

~~Hale Mfg~~ + Bloomburg

Abbeville Co
Note to Abbe Co + Text Ge

Index-Journal, Greenwood, S. C
16— Mon., May 20, 1968

Erskine Gets $10,000 Grant For Belk Fund

DUE WEST — The Gregg-Graniteville Foundation of Graniteville has made a $10,000 grant to Erskine College, fourth grant in the past three years made by the foundation to Erskine.

The grant was announced by Carl W. Littlejohn Jr., secretary of the foundation. F. A. Townsend is president of the foundation and also of the Graniteville Company, one of the oldest textile organizations in the south.

The Gregg-Graniteville Foundation earlier made grants to Erskine of $5,000, in 1965-66; $3,500, in 1966-67; and $3,500, earlier in the 1967-68 year. Altogether the foundation's gifts to Erskine have totaled $22,000.

Erskine College President Joseph Wightman announced that the grant will be used for the Belk Hall fund. This fund will help Erskine claim a $100,000 challenge gift from an anonymous foundation to clear the new academic - administration building of all indebtedness.

Cash contributions to the Belk Hall fund now stand at more than ~~$175,000.~~

File Abbeville Co

P. Fletch

ABBEVILLE — Announcement of Bloomsburg Mills' addition of a 50,000 square foot production facility at its Abbeville Division was made here Wednesday. Jointly making the announcement were (L-R) Louis Spaelti, production manager for Bloomsburg; C. H. Crews, plant manager of the Abbeville Division, and James P. Marion Jr. of New York City, firm president. (Independent Photo by Fletcher W. Ferguson)

50,000 SQ. FT

Bloomsburg Plans Big Addition At Abbeville

By FLETCHER FERGUSON

ABBEVILLE — An expansion program which will add 50,000 square feet to its Abbeville division was announced Wednesday by officials of Bloomsburg Mills.

The joint announcement came from James T. Marion Jr. of New York City, company president; plant manager C. H. Crews of the Abbeville Division and Louis Spaelti, production manager for all divisions of Bloomsburg Mills.

THE ADDITION will join the present plant and will contain the latest temperature and humidity control and production machinery for Bloomsburg's spinning of novelty synthetic yarn for weaving in the operation here.

The original plant building of 110,000 square feet was built in the summer of 1963, and the addition a year later was a 30,000 square feet warehouse area.

"I am pleased to announce that we are making our second major addition to this plant," Marion said. "Our company has been well pleased with the workmanship of our personnel and the cooperation of the entire community in the operation of our facility.

"The new addition expresses our confidence in the rate of growth and the future of the Abbeville area."

JAMES E. DAVIS JR., executive secretary of the Abbeville County Development Board, expressed the board's pleasure in Bloomsburg's decision to expand its operation here. The addition will necessitate employment of some 60 to 75 production personnel and will mean an additional payroll of some $325,000 annually. The present schedule calls for completion of building, installation of machinery, and commencing of production in early fall.

79-208 (184) file - Abbeville - Assoc w/ my last ltr to Waller

Workers Strike At Abbeville Plant In Protest Of 'Partial' Unionization

By DANNY McNEILL
Index-Journal Reporter

ABBEVILLE — About 85 employes of the Abbeville Manufacturing Co. went on strike today in protest of the unionization of one department of the plant.

The strikers took up positions along a secondary road in front of the plant displaying signs and banners throughout the morning. The Abbeville Manufacturing Co. is off the Highway 28 bypass in the Abbeville industrial park area.

The strikers, a mixture of men and women, young and old, emphasized their strike was "strictly non-union" and was in protest of the International Ladies Garment Workers Union being allowed to come into the plant's laundry and pressing department.

James C. Ashley, one of five men suspended by the plant 10 days ago, acted as a spokesmen for the strikers. Ashley said he and Winford Ashley, James Uldrich, Charles Henderson and Pat Evans were discharged by the company 10 days ago. He said the company had never given the men a reason for their mismissal.

However, Ashley and other individuals in the group of strikers said the real reason for the strike was an announcement by plant management yesterday that the laundry and pressing department had voted approval of the union.

"We want to know why the 18 votes in that department allowed the union to come into a plant which employs about 180 persons," Ashley said. "The majority of us — these people you see here beside this road carrying signs — oppose any union coming into any part of the plant."

According to Ashley, about 140 of the 180 persons working at the plant would be eligible to vote in a plant election. The remaining employes are office workers and management personnel.

The strikers assumed their posts in front of the plant early this morning. They say they intend to continue the picketing until the union is rejected or the owner of the company sells out to someone who "will not allow themselves to be bugged by the union each year".

Plant Manager Ray Morrone agreed with many of the facts presented by the strikers. He said the union vote had been taken in only part of the plant, although the entire operation was under the same roof.

He said the vote was taken solely in the laundry and pressing department and would affect only those people working in that department. He said the strike was affecting the plant and only a small number of the plant's staff was at work.

Those working included the laundry and pressing department, a few plant operators and some supervisors. Morrone said he hoped the strike could be cleared up as soon as possible.

He said the plant employed between 165 and 180 persons in the manufacture of women's blouses and dresses.

In reference to the firing of Ashley and the four other men, Morrone said they were dismissed because they left their jobs at 3 p.m. without clocking out to confront or talk with union organizers outside the plant. He said they were not supposed to get off work until 4 p.m. and were required to clock out.

Morrone said the men were contacted individually yesterday and told to come back to work today. The men had been with the company for periods ranging from three months to five years.

Union organizers were active in the plant last year, Morrone said. He said there was no vote on union representation at that time since most of the employes indicated they did not want such a vote.

[shd. this item be removed from this folder?]

CONFERENCE: NOV. 13 - 17
"TOWARDS A BLACK UNIVERSITY"
OCTOBER 30, 1968

Brothers and Sisters:

We are enclosing the Conference schedule for your immediate attention. This schedule is forwarded to you while the printers are preparing the final product which you will receive in your Registration package on arrival. We feel that it will offer you a perspective of the Conference objectives. Our philosophy of purpose is herein stated:

The function of education in any society is to acculuturate the younger members of the society: it instills in then a certain idea of the life they should live.

The concept of a Black University is revolutionary. It emerges out of the frustrations of black students, educators and artists, activists and community leaders who recognize that the present institutions of higher learning have no relevance to the total black community and who realize the contradictions of allowing themselves to be acculturated into a society which debilitates black people.

The Black University must help to build a new social structure by providing its students with a viable alternative to the status quo and the freedom to create new values, life styles and norms which can be perpetuated.

The Black University should not separate black people. Its primary concern should be towards revolutionary unity and excellence in a black society.

Our responsibility as conference participants is to define the structure and mechanics of that university.

We are looking forward to seeing you on November 13 thru November 17. Communicate our conference to brothers and sisters in your community.

Peace and Power in Blackness,

Dianne Worsley

Miss Dianne Worsley

Monsanto 6/21/69 - Tape per HB

Shipping & Rec group
Thru 7 yrs, 4

Promotion by supv eval
Asked higher gr - A = "Educ" - 10th gr - Age 37
Norm Roberts Supv 2 yrs ago
Geo. Listler, Supv now - "attitude too high"
Must say "yessir + Nosir"
Asked 3 wks later for another Dept - A = Nevertheless take lower job
Whites don't call him "sir"

Class 1 wk for starters
Foreman Harold said over class - rg'd N eat separately
N eat separately - believe otherwise, "someone would say something to them" - whole p/t - Fellow E/yees
Knows no writing

Discrim in Soc Activities - Co sponsored - N turned down at door for dance. Turned down for Rec area on lake wh whites had been using
Co sponsored affair at Rec area = men
Legion Hut - sponsored by Co - girls turned down at door - before Xmas 66

Group jobs 4, 5 & 6

Giles Scoggins, supv - said gp 6 job opening up - didn't know when - the learned wht college kids rather than upgrade N
Jobs perm but hired wh kids temp for school.
Passed test - per Will Smith
→ Knows one wh w/o H.S. educ above 4 in Group 6.
Whites w/o H.S. Educ have gone above 4. None w/ 7 yrs only grade 4.

Highest N = Gp 8

He wks Maint

Some wh in Maint w/o HS Educ gp 12

CO Has trng classes - Gbout 25. NMT 10 N.
usually 2-4. Go some gp. Then
wkts wore up - but not N. N behine gp 8
is high as can go - N dissatisfied
No gp 6 after trng, based
on Educ. E.g., shppg & Rec
= gp 2 w/o HS Educ. usually N.
Some N w/ HS Educ still in Shppg -
Gp 2 - one a yr
Gp 6 must take test

8 wkts bro't in in June 67 -
HS grads going call next fall
no N HS Grads

N kid appld & didn't get in - refused
because plan going to sch next fall -
not worth trng since leg so soon

Grievances to supv - no help, no interest
~~Maint~~

Montsanto's reputation bad re race - rotating
N wkg plat w/ Bus ed trng
Made high score - chgd to another plt.

Note: Montsanto was recruiting in Ga - wkg in
SES while N in Grand jobless
Man who adm test is w/o trng for job

RIEGEL TEXTILE CORPORATION

ANNUAL REPORT

1967

Grwd Co

275 'Laid Off' At Nantex Plant

Grwd Index Jour 12/13/67 P. 1

About 275 production employees, most of them women, have been laid off by Greenwood Underwear Co., a division of Nantex-Riviera Corp.

Raymond Sivell, manager, says, "For the first time in 10 years we have no government contracts and that has been a good portion of our work. That's the reason for the lay-offs."

He also said, "No government contracts have been let since June for the type of garments we make. We don't understand why and haven't been able to find out."

The company, located on Oak Avenue, still employs about 500 people, Sivell said.

Grwd Co Improvmt league
Tabernacle Bapt ch

12/13/67

Grwd., S.C. - Rev. E.L. Cain, Pastor
also NAACP Pres

Monthly Review
Cut off over 250 last wk

Mr. Harrison
w = Ettaphine Nee Nettles of F/o
Mr. Berry

Dr. Tompkins, Pres
Mrs — Duckett, Secr (Dewey's wife?)
Minutes - re Headstart + T.I
Repts - vtg - No Rpt

Mr. Ash - McCormack - Greenwood + Abbeville Co
Re Headstart - Dora's vote for Hdst (only SC. Cny) - Tri Co
raised fr 60T to 1M ch

Robt Thompkins, Mbr Bd of Recreation - N

Mr. W. S. Harrison
& Ettaphine
1313 Blanche St Grwd
BA 9-1797

Marrel Hardy
Post Office Box 281
Greenwood, South Carolina
Telephone: OR 9-8177

Wks
Martsno
oper Helper
on Bandage
Machine

James Hockett
114 N Bethune St. Grwd
BA 9-1771

1-7-68

1967.
Grd News 14 1/7/68

MANSANTO BUILDS

A major addition to the Monsanto Company nylon plant in Greenwood was among the construction projects on which the firm spent a total of $160 million in 1967.

The firm, which has a management information center in Greenville, has announced three Monsanto agricultural centers for the South, two in Georgia and one in Arkansas.

Sophisticated chemicals are produced in new and expanded plants in Texas, Colorado, Montreal, England and Japan.

HONORED BY EMPLOYES

The 10th anniversary of Hudson Photographic Corporation was observed by employes

Grn News 1/17/68 p. 12

No Election

Two Qualify At Ninety Six

Greenwood Bureau

GREENWOOD — Two incumbent members of the Ninety Six School District 52 Board of Trustees were the only candidates to qualify for re-election before the dealine Tuesday and no election will be conducted.

W. R. Dunn, executive secretary of the County Board of Education, said the lack of opposition for the offices will not require the election originally scheduled for Feb. 23.

Board members Mrs. L. A. Schneider and J. R. Wood will begin serving new three-year terms when their present terms expire March 31, Dunn said.

File Grwd (22?)

NUARY 23, 1968

Grwd News 1/23/68

Line Broken P20

Short Halts Monsanto's Production

Greenwood Bureau

GREENWOOD — Production was brought to a standstill and some 1,000 workers were idled for 37 minutes at the Monsanto Co. Greenwood Plant near here Monday.

A tree cut by pulpwood workers near the plant fell across a high voltage electrical line, causing a short in the wires and knocking out power to the large plant.

The facility operates on a continous 24-hour per day basis producing synthetic yarn for fabrics and a breakdown in the machinery, such as a power outage, allows the plastic type liquid melted under heat to cool, resulting in a costly production loss.

Richard T. Phelps Jr., manager of the plant, said there would be no way to assess the loss in dollars and cents.

He said considerable expense will be involved in getting the plant back on normal operation basis. Phelps said there was no mechanical damage caused by the blackout which struck at 11:35 a.m. and was repaired at 12:12 p.m.

"It's a real serious thing to us," the manager said. "We haven't established the extent of damage to production, but it will be a substantial loss."

Phelps said the power outage allowed machinery to cool and may result in the production of "offgrade" material for a certain period of time until the machines return to normal operation.

Mtt 1 w/
- Nantex R. discharges

1/30/68
Rob & Wm Hanna
Maxwell Aug
Grund

Raymond ~~Sche~~ Sinell, Plant Mgr.
Nantex R

Makes shorts for soldiers
Called back a few
No Sen on prod regmt
→ Arlene Dillard
old glasses — Pressers - Gunny shorts - 23 yrs - oldest in Dept
girls
6 Whites layed - none laid off -

Hattie Aikens
young glasses → 17 yrs - Called in - sewing Dept - all N except Supv

M.A. glasses — 5 yrs - ins rates went up - 86 - $1.09 week
layed off - No refund - Co switched
No booklet describe,
one girl didn't sign up for ins
when decided join, wod pay back a yr.
No mat benef for unwed Maternity

Hires More N than whites. laiyed off More N.

One Dept - 7 N, 30 wh
4 N layed off - 10-12 whites

→ Segr Rest Rms - all depts
Its oral segr - Eyees told "go there"
by race

Shipping Rm

(1) wh - Sign re time in & out
But whites not reprimanded
No eating rule - but whites permitted to

(2) Previously, go in 6:00 A.M ok tho reg time = 7:00
chk in 7:00 then Wage & hr Law in
Then Co pd part of back pay
but pd no Trimmers or inspectors
Back time pay Xmas '66
Signed for back pay - & Gov't accepted
certain % of signatures

7/SA
Walsh.
Healey K ACT

Xmos present - '65 = 10¢, or candy & cake
previously $5 $10 — This when N hired.
Xmos parties held for "big folks" in
Cafeteria - all white.

no ST Till '67 - holidays

Co also called Greenwood Underwear Co
Lincoln "

Aged lady in back
Trained 20 wks, pract Nurse
$67 MO fr Soc See
wks domestic $5 per day is highest
usually $20 wk

SES?
other plants

Wanted
$1.40 hr + production

Presser

11.20 day = production - reqd
Can go say $15
e.g., 170 dozen shorts pressed = $11.20
all over = over
30¢ for 5 doz bundle
has made $20 day
usually 300 doz a day
But N high producers "picked on"
Making too much $

#29
26 } SES U/C
37

A Disqualif - after quit Eastwell Sportwear
Doris Sullivan Co - make shirts.
over 100 E/yeer

Bertha Outzs
Can't get UC

SES - Terrible

Alice Lee
Says "look for job" Then new Co makes it hard - you quit - then disqualif for 6 wks

---

Geneva Speech
Wkd Eastwell - Same as above

Evylyn Rice 711 Macedonia st

Dillard - has Neice - denied vacation ck July 67
wkg - took sick, denied " "
until return to wk + laped off
so no chk -

Rosetta Quarles
floor lady (W) out sick. gets chk
Martha Prickell

N supv under whites
Can't hire or fire
" take messages - e.g., sick

N Supv -
Rochel Louise WMS -
Annie Pearl WMS -
won't tell pay

Also some white Shaw losses

Harold Halloway - Rte 4 Box 312 B
w/rs Grwd Mills Grwd BA 3-5334

H When word that union coming in,
Dorst Plant Co called E/yees in & threatened
Roberts Co - fired Men for joining
J.E. Willingham Union - Textile wkrs
Pl. Mgr → Machinery & pts
N undup'd
Make Cloth get worse jobs

→ H is in opening Rm - open cotton bales
rolls bales in on truck. Must
open 18-20. w/ present machine
opens 20-30 per nite
3 Men in Room - N
wh Supv
N - Fixer - Section Man - white
No N Supv
Have a job book
Will send job Book

SES OJC

Heard wh lady say will demand hrs on a plant. When left, SES mgr called plt & told them

Test Nanby

SES varies # wks people disqualified for - some 3-5, 6 wks

No N wk in SES
One in Soc Sec

Want Take SES Test

Edee

Doris Sullivan HS
Irene Adams HS
Hattie Arnold HS
" Aiken HS.

No test at Nanter
Eastwell has easy test
no test at

---

plt (Grwd Underwear Co)
on Park Ave wk ends in their pkg lot
fr Monument st behind new Co Office (Monument st & Pk Ave

SES = on Monument Across st
fr Co Office on Monument st

Check for Director - interview
Monument runs off Maxwell wh runs off Main (US 25)

Hattie Arnold

wkd 9 yrs as keypunch oper - N. Y.

Apr 2/65 ← went Chemshud, Pk Domin for jobs - wkd Chem - ass'd Mfg

no ads in paper

Willing wk Grvl

N Y pay 2.25

TEAM 5 5 68
P O Box 1015 36 0
GREENVILLE S C 2960

JOURNAL

TUESDAY AFTERNOON, FEB. 6, 1968 14 Pages — 2 Sections — 10c

Grwd P1

Several County Officers Ask For Salary Hikes

By MARGARET WATSON
Index-Journal Reporter

Salary increases were included in budget requests received yesterday by Greenwood County Finance Board and Legislative Delegation in the first of a series of hearings before preparing the 1968-69 county supply bill.

Heard yesterday were: Sheriff Giles Daniel, Pete Edwaards, tax mapper and assessor; Magistrate Ralph Carlay, Judge Perrin Anderson, Ed Brown, data processing department; Auditor Thomas Crawford, George Galphin, tax collector; G. L. Marshall Jr., engineer; Probate Judge A. R. McElhaney and Roy Still, Rescue Squad chief.

Biggest boosts were asked by the sheriff, following suggestions made, he said, last year in a Chamber of Commerce Task Force committee report.

Salary for the sheriff would be $12,000. His present pay is $8,500 a year, plus fees which amount to around $1,300 a year.

The chief deputy's pay would be $9,000, up from $6,000; three lieutenants at $7,000 each, up from $5,565; 11 deputies at $6,760 each, up from $5,565; three deputies who get half their salary from the county and half from Greenwood Mills at $3,380 each from the county, up from $2,782.50; stenographer at $4,850, up from $4,450, and four jailers at $1,680 each, up from $1,500. Each deputy also gets a clothing allowance of $250 a year and no increase was asked on this.

Galphin requested a five per cent raise for his clerical personnel, and an increase in the stamp allowance because of higher postage rates.

The County Civil and Domestic Relations Court submitted a budget of $40,532, up about $3,000 with pay raises accounting for almost all of the boost.

Judge Anderson, Magistrate Carlay, Brown and Crawford said increases requested were in line with pay scales suggested in a county job evaluation study.

Brown noted that the increase asked for the data processing department would be taken care of by expected increase in outside business done by the department and no more would be needed in the county appropriation of $22,000. Total department budget was set at $34,847.

He also asked, "Don't apply the survey scale in some offices and throw it out in others."

Carlay commented that the job study "put me in the same bracket as clerk of court, auditor and other department heads. I ask your consideration on that." At present, the Greenwood magistrate's salary is $7,690 and elected officials receive $8,500.

Edwards pointed out that the job study recommended a college education as a requirement for the job of assessor, but set the pay lower than that of some other positions for which only a high school diploma was considered necessary. "What good is an expensive education?" he asked, adding that he would "like to see the gap narrowed between the assessor's pay and that of other department heads."

Crawford asked for reinstatement of a $300 travel allowance, "if the fee system goes out next year." The auditor now gets 25 cents each for recording deeds on tax books.

Sen. John Drummond said, "As far as I'm concerned, no fees after this year." Rep. Marion Carnell did not comment and Rep. Judson Ayers Jr., was not at the hearing as he had a case in Court of Common Pleas.

An appropriation of $2,500 up $700, was asked for the County Rescue Squad. Still said insurance and other costs had risen.

Marshall recommended an appropriation of $120,343 for road work, new construction and resealing.

The county landfill and waste disposal program budget was set at $38,975 which included salaries for three people at a total of $16,600, purchase of truck tractor at $10,000, leases at $800, fuel, repairs and upkeep at $6,000, stone and driveway material at $1,350, tool shed at $750.

The County Planning Commission budget is $22,296 as the county share of a comprehensive planning program.

Fairgrounds improvements will cost an estimated $89,650, Marshall reported — $19,650 for sewer installations, $50,000 for new lighting of the baseball stadium and $20,000 for clubhouse and other improvements.

It was brought out that the Health Department has said public programs can no longer be held at the fairgrounds until sanitary sewerage systems are installed.

The engineering department budget request is for $15,025 of which $13,675 is for salaries of three people, the other for equipment and travel.

Judge McElhaney asked for a second full-time clerk and the same scale of pay increases.

Merchant asked for a $300 supplement for clerical help and inclusion of his full-time clerk in the county insurance program.

Requests were received as information, officials said with no decisions to be made until all departments and agencies are heard.

Drummond and Carnell said they considered the job survey "a guide, not binding."

The three Finance Board members present for the hearing were Supervisor Henry S. Carter, chairman; Treasurer Wilbur Crawford and Jones Buchanan, secretary.

Hib Grad

Book Adds Joanna Mills

JOANNA — A hundred representatives of the Joanna Community Wednesday received autographed copies of the Greenwood Mills story, "The Character of Quality," which has recently been revised to include a history of Joanna and its textile operations over the years.

G. O. Robinson of Aiken, author of the book, was special guest in the Community House reception, greeting community leaders and Joanna Plants representatives. Each received an autographed copy of the book.

The story of Joanna is told in a chapter titled "Joanna —New Member of the Greenwood Team." Also included for the first time is a photograph of the Joanna plants.

Robinson, a native of Mississippi, is a former Memphis and Washington newspaperman. He is holder of the War Department's Legion of Merit for work as public relations officer with the Army at Oak Ridge, Tenn., when the first atomic bomb fell over Hiroshima. He is currently employed by duPoint Company.

Urges Caution

WASHINGTON (AP) — Sen. Mike Mansfield, D-Mont., cautioned against exposure of sensitive intelligence operations in any congressional investigation of North Korea's seizure of the U. S. Navy ship Pueblo.

2-9-68

Greenwood

Federal Job Opportunities Announced

Feb 9, 1968

CHARLESTON — The Federal Job Information Center for South Carolina has recently announced an examination for telephone operator positions. The starting salary is $86 per week and applicants must have at least one year of telephone operator experience handling the full range of local and long distance calls. A two-hour written test is required.

The Federal Civil Service also needs heavy duty laborers. The starting pay ranges from $1.40 per hour to $2.15 per hour. No special education or experience is necessary. A brief written test is required but some of the positions that will be filled through the examination permit the selection of applicants regardless of test results.

Persons who are interested in either of the two positions should visit the Civil Service examiners at the post office in Greenwood.

One of the Fairchild Business Newspapers

Daily News Record

No. 29 WHOLE No. 22796 ★ ★ ★ NEW YORK, N. Y., FRIDAY, FEBRUARY 9, 1968 TEN CENTS One Year $24 Payable in Advance

ARNOLD T PEDERSEN
240 3101
1401 SOUTH CAROLINA
NATIONAL BANK BLDG
SC 29601

File Press

WATCH

Clothing Makers Have Designs on Fall Collections

NEW YORK. — Clothing manufacturers have taken a hard, aggressive stance on the subject of designers.

With their own staff designers tilting sewing needles with the independent designers, clothing executives are completely unscathed and actually beginning to turn the entire subject toward constructive goals.

Isidore M. Cohen, president of Joseph H. Cohen, writes DNR that "we have produced the designer collection by our own designer — Paul Bellino — after his having made two trips to Europe to pick up what we thought would be the gems of inspiration and adapt them to the needs of America."

Cohen speaks with an eye on the bottom line of the P&L statement. So does Andre Courreges, when he says of American men's wear manufacturers: "The production is better, the workmanship is better, the methods of control are excellent, the technology is most advanced. The quality of the entire operation excels and there is no comparison."

So does Lester Frankenstein, president of Michaels Stern, who gives his full blessing to the collection of staff designer Gordon Cohen. And this list can go on to include H. Freeman and the Mongelli collection, Saks Fifth Avenue and its Verdi group, as well as many others.

The American clothing manufacturer is first and foremost a businessman. He's probably the best in the world, although he didn't help his position with the adamant and

See WATCH, P. 21 ,Sec. 1

1967 Imports Of Apparel Climb 13%

WASHINGTON. — Apparel imports in 1967 rose 13 per cent, to 877 million square yards equivalent, the American Apparel Manufacturers Association reported Thursday.

All of the 1967 increase in apparel imports came in man-made fibers, which rose 49 per cent.

Cotton apparel imports declined 2 per cent last year, but AAMA said there was a "significant increase in cotton apparel imports during the fourth quarter."

Wool apparel imports during 1967 dropped 6 per cent from the 1966 total.

Total textile and apparel product imports declined 8 per cent in 1967, to 2,569

See 1967 IMPORTS, P. 21 Sec 1

Red Smith: A Benvenuti Workout, P. 21

Negro Not Advancing To Mill Middle Posts

It's simple arithmetic.

The numbers of Negroes employed by Southern textile mills add up to zero when it comes to selecting middle management personnel.

Mill executives — with a few exceptions — says there aren't any Negro workers who are qualified to advance. They lack the skill and the education.

Most feel it's up to the Negro to prepare himself for advancement. A few companies, notably ones whose corporate decisions are made north of the Mason-Dixon line, have set up programs designed to hasten the Negro's progress from the broom to the desk. But even these have yet to bear fruit.

"Better education and work experience will remedy the situation. But it will take time. Lots of time," says the vice-president for personnel at a major operation in the Greenwood, S. C., area.

The opportunity is there, he feels — at all levels. But the Negro is doing nothing to avail himself of it.

This is the view that is widely shared, not only among mill executives but by educators.

The opportunity is there by necessity, says Harry Boyte of the Atlanta office of the U. S. Equal Employment Opportunity Commission.

Speaking at a recent meeting of TEAM (Textiles: Employment & Advancement for Minorities), an organization formed in Spartanburg, S. C. last year by six private

See MILL, Page 23, Sec. 1

Sec. 1 DAILY NEWS RECORD, FRIDAY, FEBRUARY 9, 1968

Mill Negroes Not Advancing

Continued from Page 1, This Sect.

agencies, Mr. Boyte said that "mills face a manpower shortage. In view of that fact — not because of any morality but because of pure economics — we have found favorable reaction to employment of Negroes."

At the same meeting, Dr. Benjamin Glover, a Negro educational consultant to the State Technical Education Committee said there's no longer any reason for any person to remain unemployed and unskilled because of lack of training.

"The problem is lack of motivation on the part of Negroes," Dr. Glover asserts. But he said mills were interested in skilled workers.

He cited the case of a Negro youth studying drafting at the Greenwood Technical Education Center who already has been offered a job by Greenwood Mills which also is paying his expenses at the center.

Throughout the tri-State textile heartland—Georgia, North and South Carolina—mill executives privately admit that the prerequisites for entry into middle management are in most cases a college education combined with work experience.

Officials at Clemson University's School of Industrial Management & Textile Science can tell of only one success story. A Negro with outstanding talent has shown some interest in Burlington Industries, Inc.'s training program. But that's it. He's the only case to which they can attest.

Georgia Tech has a token number of Negro students in its engineering programs, but none are taking textile courses. The situation is the same at Alabama's Auburn University.

"Let's face it," says one educator, "engineering is pretty rough and the average Southern Negro is not prepared to tackle it."

This is the unfortunate aspect of the whole situation. The Negro lacks the basic education required for advanced education, which in turn is required for professional advancement.

"Their general educational level at present precludes their advancing much beyond the fixer category."

North Carolina mill men report Negroes are performing many semi-skilled tasks; weaver, spinner, doffer, cloth inspector, electrician, machinist. But the breakthrough to better pay and more responsibility has not been accomplished.

Some insist, however, that progress is being made in the right direction. The Negro is now integrated into the products operation of the industry. This is the first, but necessary step.

North Carolina executives—like their counterparts elsewhere—don't like discussing the subject, even "off the record."

"Like it or not," says one mill owner. "Our mill employes grew up before civil rights legislation was enacted. Their thinking is geared to another era.

"Two changes have to occur before the Negro can gain management status. He has to educate himself and non-Negro workers have to accept the fact that he is worthy of the management slot."

On the other hand, mill men will admit that wherever job integration of any kind has been efefcted, there's been no trouble.

To insure civil rights law are obeyed in spirit as well as word, Celanese Corp. has set up a civil rights division at the corporate level.

The program has not resulted in placing Negroes at the middle management level, "but we're moving farther along in this direction than we were last year or even six months ago," says Ben Sands, manager of civil rights administration for Celanese.

"One basic thing—and this was an old tradition in the Southern textile industry—was the idea tht whites held certain jobs and Negroes certain jobs.

"What it amounted to was that Negro jobs were menial and didn't lead to advancement. Just how high can a janitor go?

"What we're doing now is to place Negroes in jobs that do lead to progression. A worker might start as an hourly operator and then advance to foreman.

But Sands points out the firm also has had "to convince Negroes, they could get jobs—good jobs—if they met the qualifications."

At North Carolina State University's Textile School, steps are being taken to improve Negro secondary school preparation.

"But I'd rather not discuss these at present," says Dr. D. W. Chaney, dean of the Textile School. The school has had two Negro students in its entire history. One a drop-out "because of academic difficulties; the other is still an undergraduate.

"A large percentage do not qualify," says Dr. Chaney. "Academically, they couldn't pass the work. But many of these could receive proper counseling and remedial courses and then pass the work."

But to all of this, the more militant of Southern civil rights workers say, "It's not enough."

Mordecai C. Johnson, a Negro attorney who serves as TEAM's director, says, "Mills have the money and the resources to seek out the potential Negro employe and train him. Let's not talk about qualifications testing, adaptability, dexterity."

There are 53 textile plants in Spartanburg County. Negroes account for 22 per cent of the population, but only 9 per cent of the textile employment force, says Mr. Johnson. "How can a Negro get around to all these plants to look for work, when he doesn't have a car, or even carfare."

"Less than 2 per cent of the office and clerical workers in our State's textile industry are Negroes. In the whole State of South Carolina, there's not one token Negro in a professional or sales job in textiles."

"My own over-all impression is that there hasn't been the kind of outreach needed to close the gap. Mills have taken down their Negro-white signs. But they aren't trying. They must go out and recruit the Negro."

To Mr. Johnson, TEAM's main concern still is the blue collar job. "Jobs now and food on the table now."

Du Pont Hikes Nylon Hose Yarn Prices

WILMINGTON.—Du Pont increased domestic prices Thursday for some nylon hosiery yarns and 15-denier monofilament yarns for tricot, effective April 1.

The increase is 15 cents a pound for 15-denier monofilament and seven cents a pound for 30-, 40- and 50-denier welt yarns. The changes effect yarns in these counts sold for further processing as well as those going directly to the hosiery trade.

Prices for other nylon yarns, including Cantrece yarn, remain unchanged.

The most recent advance by Du Pont on nylon yarns follows a move by Monsanto Co.'s Textiles Division last Friday. The Monsanto increase of 15 cents on 15-denier monofilament yarn and 7 cents for 30-, 40- and 50-denier hosiery welt yarns was effective with March orders.

AKU's Net Down 31.1%

NEW YORK. — Algemene Kunstzijde Unie, N.V. (A.K.U.—

2-10-68

File Grwd - Grwd Index Jour 2/10/68 P. 6

ATTENTION!!!

The Organizational meeting of the Greenwood Chapter of the (N.A.A.C.P.) National Association for the advancement of Colored People will be held at 7:30 p.m. Tuesday night, Feb. 13th at Trinty Methodist Church on Maxwell Avenue. All interested persons are urged to attend this meeting. Rev. I. DeQuincy Newman, executive Sec. of the South Carolina Branch of the N.A.A.C.P. will be guest speaker.

File Greenwood Co

Joanna Plant Supervisors Are Named

INDEX JOURNAL 2/10/69

Greenwood Mills today announced the appointment of two supervisors for Joanna Plant No. 14. David B. Parr has been named first shift supervisor of carding. Reginald Eugene Cheek has been appointed to supervisor of weaving, second shift. L. W. McClain, Plant Manager, made the announcement.

Parr, of 1230 McMorris St., Newberry, joined Greenwood Mills in December of 1967. He is a graduate of Erskine College with an A.B. degree in history.

Parr is married to the former Margaret Ervin. The couple has a son, David Jr., age 2. The family attends the Associate Reformed Presbyterian Church of Newberry.

Cheek joined Greenwood Mills in October of 1966 as a loom fixer. He attended the public schools of Woodruff.

He is married to the former Maggie Sexton. The couple has three children, Ronald, 16, Judy Marie, 15 and Alma, 3. The family resides at 710 Jefferson St., Clinton and attends Calvary Baptist Church.

Gwood co file

February 13, 1968

Mr. Donald Robinson
534 Maxwell Street
Greenwood, South Carolina

February 13, 1968

Mr. Edwin F. Law, General Manager
Parke Davis and Company
Surgical Dressing Division
Kateway and Emerald Roads
Greenwood, South Carolina

Gller

February 13, 1968

Mr. James C. Self, President
Greenwood Mills
Executive Building
Morgan Street
Greenwood, South Carolina

seen w/ C. Stewart, D/IR

February 13, 1968

Mr. R. T. Phelps, Jr., Plant Manager
Chemstrand Company
Division of Monsanto Company
Ninety Six Highway
P. O. Box 1057
Greenwood, SouthCarolina

D/I R. Seen

February 13, 1968

Mr. W. F. Robertson, Personnel Manager
Riegel Textile Corp.
Ware Shoals Division
Ware Shoals, South Carolina

Seen w/ Allmon, D/pers - Corp

February 13, 1968

Mr. J. E. Masters, General Manager
Eastwill Sportwear Company, Inc.
Division of Piedmont Shirt Company
Coleman Drive
P. O. Box 218
Greenwood, South Carolina

"Has 50% N - Needs no help
Sees no need in talking"

Grwd Index 2/13/68 P7

Brewer Students Reminded On Citizen Responsibilities

By ALVIN RUCKER
Index-Journal Correspondent

John Lake Jr., a 1961 graduate of Brewer High, was guest speaker during an assembly program yesterday at Brewer High in observance of Negro History Week (Feb. 11-17).

Lake, a practicing attorney and a representative of the Greenwood - Abbeville - McCormick Community Action, Inc., based his remarks on the theme for Negro History Week "Negro History and the Fourteenth Amendment: 1868-1968."

"The barriers which have prevented the Negro from making use of his native-born rights have been lowered," he told the group. "This has left upon him the responsibility to be a good citizen, to know what the law is and to obey the law."

He also urged the students to take advantage of their opportunity to get a good education which will enable them to fully enjoy the rights guaranteed to each citizen by the U.S. Constitution.

Vera Scott, class 12-A, introduced the speaker. Mrs. B. A. Duckett, public relations committee member, introduced the program which was sponsored by the committee. Joann Davis, 9-G, read the scripture and Linda Rucker, 8-F, gave the prayer.

James A. Johnson, teacher of music at Brewer High, played an organ prelude and gave brief remarks on the two selections rendered by the choir. The choir sang "Children Don't Get Weary Till Your Work Is Done," a Negro spiritual arranged by W. M. Smith and J. Raymond Henderson's anthem "These Things Shall Be."

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INDEX-JOURNAL
GREENWOOD, S. C.
11,711

DATE FEB 16 1968

184 Grwd

Textile Leaders Say:

'To Get Management Position Negro Needs More Education'

COLUMBIA — State textile executives say there are few Negroes in management positions in South Carolina industry because they lack the skill and education.

A report in the Daily News Record, a national textile publication, quotes a Greenwood area executive as saying "better education and work experience will remedy the situation. But it will take time. Lots of time."

The executive says the Negro is doing nothing to take advantage of the opportunities available.

Educators back up this widely held opinion.

Harry Boyte of the Atlanta office of the U.S. Equal Employment Opportunity Commission says the opportunity is available out of necessity.

Boyte said at a recent meeting of TEAM (Textiles: Employment and Advancement for Minorities), an organization formed in Spartanburg last year by six private agencies, that mills face a manpower shortage.

Because of the shortage textile firms in South Carolina have begun hiring more Negroes.

Dr. Benjamin Glover, a Negro educational consultant to the S.C. State Technical Education Committee, said there's so longer any reason for any person to remain unemployed and unskilled because of lack of training.

"The problem is the lack of motivation on the part of Negroes," Dr. Glover asserts. But he said mills were interested in skilled workers.

Dr. Glover cited the case of a Negro youth studying drafting at the Greenwood Technical Education Center who already has been offered a job by Greenwood Mills which also is paying his expenses at the center.

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Educators agree that the unfortunate aspect of the situation is that the Negro lacks the basic education for advanced education, which in turn is required for professional advancement.

"Two changes have to occur before the Negro can gain management status. He has to educate ~~himself~~ and non - Negro workers have to accept the fact that he is worthy of the management slot," observed one executive.

Ben Sands, manager of the civil rights administration for Celanese, points a finger at the old tradition in Southern industry that whites held certain jobs and Negroes certain jobs.

"Just how high can a janitor go?" he asked. "What we're doing now is to place Negroes in jobs that do lead to progression."

Mordecai C. Johnson, a Negro attorney who serves as TEAM's director, says the mills must seek out the potential Negro employe and train him.

"Less than 2 per cent of the office and clerical workers in our state's textile industry are Negroes," Johnson said. "In the whole state of South Carolina, there's not one token Negro in a professional or sales job in textiles."

Johnson believes there hasn't been the kind of outreach needed to close the gap.

"Mills have taken down their Negro - white signs. But they aren't trying.

James Self Pres / Greenwood Mills 2/16/68
Connor Stewart
D I/R

me see per Rev. Coles N re ~~the~~ mr Stewart
Nickelton Presb Ch

Lost on typewriter
Hiring is by plt

Dr H.H. Cooper MD DDS N - fr mullins
14 E 60th St
N Y 22, N.Y.

→ Bob Granger Dir ~~Gost~~ Piedmont TEC
BA3-8357
Emerald Rd
gave Brewer H.S. Book 11:00

Stewart Has 4 plts in Laurens Co + 12 in Grand Co
No info avail
" Commitment re hrg, tho ~~said~~ indicated would be receptive
N applicants - will tell plt mgrs re TEAM
Thinks S should go greener fields - other cos
- Monsanto, Pk Davis etc who're exp
- no exp contempl - except acq'd Joanna plt recently
but # E/yees cut via modernization.

Stewart - cites generally his CR record. said see Rev Coles
re - call Dr. Cooper. Wkd Union Co ~~Ex~~ Before.
In '61, hired more N his plt than Co gs, so doesn't
like go agnst since some N'd be fired. thinks
Unions should straighten own house - once approached
by Unions re abolish layoff prov of K for N -
N "learned of" it + quit union.

self - about 45. inter bus for self Sr. who started in 1907

Grund

2/16/68

Robt L. Granger, Dir., Piedmont TEC
attended a So Military sch
Orig from Nath.

Mrs. Durlett on stage

Formerly G.M. w/ Montsanto
w - about 60. greying & bald, glasses

Spoke here before for Montsanto, they'd get N operators.
Little resp then - now better, so if want industry is ok at Montsanto

Industry gives exams - Don't get nervous - put best foot. clean. polite.

Rea for exams = Progression system - fr #7 job to top - #1
write hog re what happened last shift

attended PCJT - Q re exam to sweep floors raised. But co was looking beyond entry job

Promotions based on competence - all not equal - so some get jumped - e.g., pensacola man couldn't do higher job - others jumped over him - became bitter

Testing -

Industry in Grund needs 2-300 people who can pass industrial exam. TEC has program for 30 people - #15 M equipment - to teach So pass tests - individual progress

Classes Mon + Wed Eve, 4 hrs.

entry Requirts?

More space? How get in? # needed?

Ldrshp Qualif - Knowledge, just (size up situation & see which best)
Decisiveness (act tho maybe wrong, then chg if nec)
Tact, Motivation or push (e.g., sons put off & never become Eagle scouts)

TEC. Tchs 5 Crafts - Welding, Auto Rep, Machine Shop, Electricity + Air conditioning & heating
1 yr Course
also 2 yr course
" typing
3 yr - Assoc degree, technical training - Drafting
Girls encouraged to come

Re future - Get Good advice - not just of parents

What Technical Training?

Lander College - has chgd admiss standards. top qtr of class is "in" - need 50 pts - 40 for being in top qtr & 10 pts for being res of Grand Co

College

TEC - integr for start but "not too many colored" - But those there doing well - one N in drafting has offers galore - committed to Grand mills. Could be Engr. Can Guarantee, no embarrassment to N who go TEC

R Rel good - wants to commend "you people" -

Investmts - Very re $. Also is good invmt to go TEC or college rather than immed job

State Data re TEC $ 7.4 M cost 2 yrs, incl 5 M unearned for 2 yrs
$ 5.5 M inc 1st yr outp - Or
5.6 M mean, Higher per yr or 17-20% on investmt of $ + Time

Can get this study? → Breakout by industry? esp Text?

Grad TEC - Grads 64-66
$ 6 M yr ($3.10 hr) Average

Tape #1 Interview with James H. Self, Jr.,
Feb. 16, 1968 - Greenwood County
Connor Stewart, Dir. , Industrial Relations
Greenwood Mills, Executive Bldg.

Sent to Bill Engelhardt
R 28 1968

Self is white, about 45, Inherited the business from his father for whom he was named and who started out in 1907. Old man Self who had worked at the bank and when the mill needed some management he left the bank and went to manage the mill. Apparently the mill went into bankruptcy and he was sort of receiver. Subsequently, he invested money in that mill and later expanded to the point that they now have 12 mills in Greenwood County in addition to four others in Laurens County.

Greenwood Mills has recently acquired an old hotel and renovated it and they occupy two floors and rent the rest out. Self himself chatted with me for half an hour or so but would not give any specifics, preferred to refer me to his Director of Industrial Relations. When Stewart came in Self left after a few minutes of interrogating me and instructed Stewart no to give out any specifics. Self was particularly interested in knowing whether I was a Union man, where we get out money from, how Al Kehrer fitted in our work, etc., etc. In answer to questions, I explained about TEAM and stated that Kehrer is white but has a Negro secretary that he is one of six members of the board, that we receive no Union money and no Federal money and that my money comes from the NAACP Legal Defense and Educational Fund.

Stewart is tall, dark-haired man about 50. He grew up in the southern partoof Laurens County and formerly worked for a mill in Union County which he stated has more Negroes than the race proportion of the County, thanks to him. He is quite a talkative person except that he will not talk specifics. He explained that the company is privately owned and therefore they could not give out any information like publicly held companies where one could simply buy one's share of stock and learn all about it. He stated that if I wanted to check him out I should talk to Rev. Coles, a Negro, pastor of the Nicholtown Presbyterian Church in Greenville and I should also call a Dr. H. H. Cooper, a Negro in New York, 14E. 6th St. who originally came from Mullins, S. C. He went on to tell me how he had_____ the Presbyterian Church and how he had insisted that plant managers and supervisors not call Negroes "nigger" or boy because of the background and that they should give them personal dignity and that he often speaks to Negro groups. He went on and on and on along these lines.

I did learn from him that Greenwood Mills has 4 plants in Laurens County and 12 in Greenwood County. However he would give no information on racial data, nor would he give a commitment as to hiring Negroes although he indicated that they would be receptive if Negroes applied. He stated that he would tell plant managers about my visit but added that the thinks ("we should go to greener fields" - of the other companies, such as Monsanto, Parke-Davis, etc., who are expanding. Greenwood Mills has no expansion contemplated. It has recently acquired the Joanna plant but they reduced the number of employees there because of the modernization.

Stewart stated that in one case which he would not detail, they tried to promote a Negro to a supervisory job and "all hell broke loose." We almost had a mutiny on our hands." He went on to explain that they had given this Negro full company backing and had made it clear that he was the boss and that the issue was not race and that this was a good man. However he hinted without saying so that they would not try this again. He also indicated without saying so that their office work force is all white.

Upon looking at our Hard Facts book, he went on to caution me against pushing for a percentage of Negro employees corresponding to the percentage of Negroes in thecounty, pointing out that the Union County where he used to work this would result in some Negroes being fired.

On Unions - He took the position that the Union should first straighten out their own house. He stated that he observed no Negroes in their headquarters in N. Y. and that he had been approached oneone occasion by a Union man who had tried to get an exception to their lay-off provisions of the contract so that it would not apply to Negroes. The Negroes learned of this and some of them quit the Union as a result.

I found it utterly impossible to get Mr. Stewart to talk specifics, he was very courteous but frankly declined to make any statement, specific-wise. For example, I raised a question about the 275 employees laid of by Nantex-Riviera and his only answer was, we should have them apply. He did state that they have representatives on the board of Greenwood TEC but he would not go beypnd that and even state that for example if we got these people (the Nantex-Riviera people) trained that they would hire them.

2/16/68 Greenwood County - General - Visit to Brewer High School

On Feb. 16, 1968, I visited Brewer High School. This was the end of their Career Week(See news clip) the Director of the Piedmont TEC was the principal speaker at chapel. He is Mr. Robert L. Granger.

Granger is former general manager with Monsanto, he is white about 60 , grey, bald and wears glasses. In his remarks he stated that he had spoken at Brewer previously on behalf of Monsanto trying to get Negro operatives and that while the response was little at that time it is now better and Negroes should apply to Monsanto without fear of race discrimination. He want on to state that the students should not be afraid of exams, the reason for them is to help people into the progression system so that a person hired for say a #7 job can progress up to a #1 job.

Granger stated that he attended the PCJT where this kind of question was raised and he stated that the company was looking beyond the entry/level job and with the person that was initially hired promotinons are based on competence and all are not equal so some persons get jumped over persons ;with greated seniority.

On the issue of testing, Gran ger stated that the industries of Greenwood needs some 2 or 300 people who can pass the industrial exam and that TEC has a program for training 30 persons to teach them to pass exams. They have 15,000 dollars worth of equipment for this purppse and a student can progress on the basis of his individual capabilities . The classes meet Wednesday & Monday evenings for 4 hours and Negroes were encouraged to apply. He did not however indicate how much more space they have and specifically how you get into this program and how much money one needs to register, etc. There was no question and answer period.

Granger stated that leadership qualities as he sees them are knowledge, judge ment decisiveness, tact and motivation or push. He illustrated each of these from his report.

At Tec they are teaching 5 classes: welding auto repair, machine shop, electricity and air-conditioning and heating. These are in the 3-year course. They also have a 2-year course for those going to higher levels. In addition, they have a typing course. At still a higher level, past the 3-year level - they offer an associate degree in technical fields, such as drafting and particularly urged girls to apply to these heretofore closed fields.

Granger pointed out that Lander College has recently changed their admission standards. One needs 50 points to get in and Granger pointed out that the top quarter of one's class is always in because you get 5 40 for being in the top quarter and 10 points for simply being a resident of Greenwood County. However he did not state just what technical training or specifically what training Lander College offers.

Granger stated that TEC was integrated from the start but there were not too many colored. However those who are in TEC are doing well. One Negro who is in drafting has offers galore. but he is committed to Greenwood Mills. He could be an engineer (this boy seems to represent a shining example for Greenwood County, I've heard him referred to a half dozen times by a half dozen different people) Granger stated that he would guarantee that Negroes would not be embarassed if they went to TEC. The relationships are good and he indicated that he "wants to commend you people /."

Granger _____ an analogy to his _____ and stated that going to TEC or going to college if that is possible, is a good investment over going to an immediate job after high school. He referred to data which he said was published in the state newspaper showing that for 2 years training at TEC the cost would be about 7.4 milliondol (thousand?) dollars including about five thousand unearned. But their graduates averaged $5500 the first year out of TEC and the mean was $5600. The result is

that there was 17 to 20% yield on the irvestment. For the Piedmont Tec(G'wood) he referred to a study that they did on their 1964- 66 graduates which shows that they were averaging $6,000 per ;year or $3.10 per hour. (NOTE:THIS MUST BE DISSUSSED WITH HIM. THIS STUDY MUST BE GOTTEN. TTHE BREAKOUT BY INDUSTRY, ESPECIALLY TEXTILES SHOULD BE GOTTEN IF THAT IS POSSIBLE)

I also talked briefly with Don Robertson, a Mr. Harris and the Ass't Principal of Brewer in addition to the principal(separately) and reported on my discussion with Greenwood Mills. They were disheartened and Robertson stated that the people are looking for me to produce some jobs. I tried to make it clear to him as I had tried to make it clea to the people that I can only try to put them in jobs that exist but I can't produce them. Moreover , now this a job for all and not just for TEAM. None of these gentlemen are available for doing leg work.

2-17-68

Grwd

Monday Council Meeting

Housing Code To Be Talked

Adoption of the Southern Standard Housing Code for Greenwood will be up for first reading by City Council at its meeting Monday at 7:30 p.m.

THIS CODE has some provisions upgrading minimum housing requirements from the present city ordinances. Its adoption is one of the steps toward developing a "Workable Program for Community Improvement" and obtaining low interest loans for housing construction.

Other new business on the council agenda includes appointment of a study committee on public conveyance fares and authorization to purchase new radio equipment for the police department.

SECOND AND FINAL reading is scheduled on adoption of the state municipal election law.

Slated for first reading is an ordinance setting a court cost fee for withdrawal of warrants without prosecution.

Reports are listed from standing committees on traffic, ordinance revision, recreation, track removal and housing.

Governo S.C. Ma

COLUMBIA — Gov. Robert E. McNair intends to expand the state's "master planning concept beyond education into all phases of state government operation."

The governor asked state department chiefs yesterday to begin thinking in terms of their needs "over the next 10 to 20 years."

He suggested that such long-range perspective would be necessary if the state proceeds with its plans for converting much of its capital spending

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Brewer
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Brewer High School Observes Career Week

By ALVIN RUCKER
Index-Journal Correspondent

ROBERT L. GRANGER, director of Piedmont TEC, was guest speaker yesterday during a general assembly program climaxing a Career Week observance sponsored by the guidance department at Brewer High. He discussed the importance of examinations given to person entering the work force in industry and emphasized some pointers for taking examinations and for interviews.

"Qualifications of a good leader include knowledge, judgment, decisiveness, tact and motivation of "push", Granger told the group. "Consult your guidance counselor and choose a school which will give you the best opportunity to learn," he advised the students who plan to continue their education after graduating from high school.

Granger also discussed the program at Piedmont TEC and gave figures on the additional earning power of a student who continues his education in a technical school before entering the work force. He further informed the students that courses are being offered which will give persons who are now out of school pointers on preparing for and taking examinations for jobs. The classes are held at Piedmont TEC on Mondays and Wednesdays of each week and urged the students to spread the word to their parents or to any interested persons.

T. W. Williams, teacher of social studies and guidance counselor, introduced the speaker. Mrs. B. A. Duckett, guidance counselor, introduced the program and Mrs. J. M. Williams, guidance counselor, gave the prayer.

The Brewer High Chorus, under the direction of James A. Johnson, sang two selections and James A. Wakefield, assistant principal, gave remarks.

"Find your orbit through Career Exploration" was the theme of Career Week.

Conferences, featuring consultants from industry, the professions, vocations and service occupations, were held throughout the week for students in grades nine through twelve and special lectures and the showing of films and filmstrips were featured for students in grades seven and eight.

Conferences and the consultants for the sessions were as follows:

Monday: Mrs. Inez Goodman, president of the Modern Beauticians' Club and Miss Nealye M. Wideman, Edith's Beauty Shop, cosmetology; Bobby Foggie, Tompkins Barber Shop, barbering; Norval Labodie, special agent, Federal Bureau of Investigation, FBI careers; Willie Chappelle, student at the Brewer Hospital School of X-Ray Technology, X-ray technology and Miss Mary Martin, physical therapist, Self Memorial Hospital, physical therapy.

Tuesday: J. K. Snoddy, administrator, Brewer Hospital, hospital workers; Daniel Fullard, commerce teacher at Brewer High, business administration; Luther A. Bradley, health and physical education teacher at Brewer High, physical education; Mrs. Annie L. Baskin, seamstress, sewing; Posey Davis, architect, Coleman & Townes Engineers and Architects, architecture and engineering; Mrs. Maria M. Pyles, teacher of social studies at Brewer High, teaching; Henry Galphin, residential representative, Duke Power Company, electrical work and Ted M. Wolfe, director Greenwood College of Commerce, secretarial work.

Wednesday: Mrs. Ollie Tompkins, director of nursing, Brewer Hospital, nursing; Howard Aulls, contractor, carpentry; Robert E. Warner, employment assistant, Monsanto Co., Monsanto workers; Mrs. O. M. Sherard, librarian at Brewer High, library service; Bob Pridmore, personnel director, Roberts Company, Roberts Company workers and J. H. Doodridge, employment supervisor, Parke, Davis and Co., Parke-Davis workers.

Thursday: M. V. Wells, personnel director, Greenwood Mills, textile workers; John Lake Jr., attorney, law; Mrs. Elizabeth Moss, case work supervisor, Greenwood Department of Public Welfare, social work; James A. Johnson, teacher of music at Brewer High, music; W. K. Fooshe, associate director Piedmont TEC, Piedmont TEC and Robert Tompkins, director, Percival - Tompkins Funeral Service, mortuary science.

Friday: Thomas J. Bryson, Greenwood County Agricultural Agent, agriculture; Louis Beaudrot, owner of Beaudrot Welding & Machine Shop, welding and Glynn S. Boles, teacher of auto mechanics at Brewer High, auto mechanics.

Special sessions were held for students in grades seven and eight on Wednesday and Thursday.

Seventh graders heard a lecture on "Let's Talk About Jobs in Our Community and State" and saw a film, "Choosing A Vocation," on Wednesday. Members of the seventh grade are also preparing scrapbooks to complete their study of various careers in which they have an interest.

Eighth graders heard a lecture on "Thinking of Future Jobs" and participated in a question and answer session after the lecture. The group was also shown films and filmstrips on finding and keeping a job, the importance of a high school education in finding a job and the importance of studying hard while in school.

T. W. Williams, guidance counselor, conducted the sessions for the seventh and eighth grade students.

All the students will fill out evaluation sheets about the conferences next week.

THE BREWER HIGH CHORUS, under the direction of James A. Johnson, teacher of music, will present a concert of Negro spirituals, familiar hymns and gospel songs at Flint Hill Baptist Church at Callison tomorrow at 3 p.m.

BRIGE WILLIAMS, granddaughter of Mr. and Mrs. Wash Williams of Promised Land Heights, was given a birthday party by her grandparents on Feb. 10 in observance of her fifth birthday. Twenty-six guests attended the party.

Belt #2 2/18/68 Greenwood County File

D. Robinson, W. Harrison & Ass't Prin at BHS

The information that these gentlemen gave me is that I should have been checked out with John Lake of the Greenwood-McCormick Community Action Agency(Or 9-3241) and that I should talk with him before leaving town. I was unable to do so as he was out of the office. The NAACP has started and a nominating committee is out. They will meet on 2/27/68 and Rev. Newman will speak. It appears that John Lake will probably be the president. Mrs. Rosemary Robinson, 110 S. Bethune St. BA 9-4051 works at Parke-Davis on the production line. However she has a secretarial degree and scored very high on the test for Monsanto Chemstrand plant. But she was not hired there. These gentlemen stated also that the people are looking to me for results and I pointed out the difficulty with that one since I can only develop such jobs as might be there, I can't make them. We were all disheartened by the Greenwood Mills experience, but they felt that I had that experience because Greenwood Mills thought I was a Union man. I pointed out that the job to be done, if it is to be done must be done by the people and that TEAM would assist them.

While at the school, I picked up a program of the week's Career Program. The most relevant thing seems to have been Thursday when Mr. M. A. Wells Personnel Director of Greenwood Mills spoke at 8:50 AM and when Mr. W. K. Fooshe, Associate Director of Piedmont TEC spoke to the 9th graders at 10:40 AM. A copy of that program is attached.

Greenwood

THEME - FIND YOUR ORBIT THROUGH
CAREER EXPLORATION

PROGRAMME

February 16, 1968

10:40 A.M.

General Session.....Auditorium
(Grades 10 - 12)

Presiding ...Mrs. F. A. Duckett

Prayer ...Mrs. J. M. Williams

Music ..... Choir

Introduction of Speaker
..... Mr. T. W. Williams

Speaker.... Mr. Robert Granger
Director, Piedmont TEC
10-12th Grades

Music ..... Choir

Remarks .....Mr. B. J. Sanders

CAREER CONFERENCES

Monday

8:50..... Cosmetology
Mrs. Inez Goodman, President
Modern Beautician Club
Miss Nealye M. Wideman
Beautician, Edith's Beauty
Shop

8:50..... Barbering
Mr. Bobby Fogle, Barber
Tompkins Barber Shop

9:40..... FBI Careers
Mr. Norval Labodie, Agent
Federal Bureau
of Investigation

10:40..... X-Ray Technology
Mr. Willie Chappelle, Student
Brewer Hospital School of
X-Ray Technology

11:30..... Physical Theraphy
Miss Mary Martin, Physical
Therapist, Self Memorial Hosp.

Tuesday

8:50..... Hospital Workers
Mr. S. K. Snoddy, Administrator, Brewer Hospital

8:50..... Business Administration, Mr. Daniel Fullard

8:50..... Physical Education
Mr. Luther Bradley

9:40..... Seamstress
Mrs. Annie L. Baskins

9:40..... Architect & Engineer
Mr. Posey Davis, Architect
Coleman & Townes Engineers
and Architects

9:40..... Teaching
Mrs. Maria Dyles

10:40..... Electrician
Mr. Henry Galphin, Residential
Representative
Duke Power Company

1:30..... Secretary
Mr. Ted N. Wolfe, Director
Greenwood College of Commerce

The Guidance Department
Of
Brewer High School
Presents

CAREER WEEK

Wednesday

8:50..... Nursing
Mrs. Ollie Tompkins, Director of Nursing, Brewer Hospital
8:50..... Carpentry
Mr. Howard Aulls, Contractor
9:40..... Monsanto Workers
Mr. Robert E. Warner, Employment Assistant, Monsanto Co.
9:40..... Librarian
Mrs. O. M. Sherard
10:40..... Roberts Co. Workers
Mr. Bob Pridmore, Personnel Director
11:30..... Parke-Davis Workers
Mr. J. H. Doddridge, Employment Supervisor
1:20..... 7th Grade Session

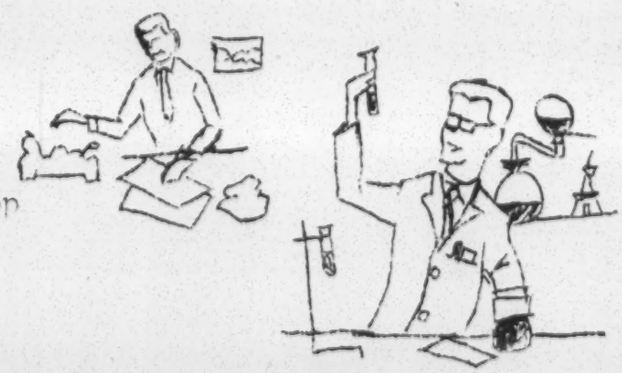
Thursday

8:50..... Textile Workers
Mr. M. V. Jolls, Personnel Director, Greenwood Mills
8:50..... Lawyer
Mr. John Lake, Jr., Attorney
9:40..... Social Worker
Mrs. Elizabeth Moss, Case Work Supervisor, DPW
9:40..... Music
Mr. James Johnson
10:40..... Piedmont TEC.
9th Grade Session
Mr. W. K. Feoshe, Associate Director
11:30..... Mortician
Mr. Robert Tompkins, Director Percival Tompkins Funeral Home
1:20..... 8th Grade Session

Friday

8:50.....Agriculture
Mr. Thomas J. Bryson, County Agricultural Agent
8:50..... Masonry

9:40..... Welding
Mr. Louis Beaudrot, Owner Beaudrot Welding & Machine Shop
9:40..... Auto Mechanics
Mr. Glynn Boles
10:40..... Program
Grades 10 - 12



Brewer Auditorium
February 12 -16, 1968

Gr

see - per Bob Grayeh

Editorial Page

THE INDEX-JOURNAL

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R. FRANK MUNDY
President, Business Manager

W. W. WILSON
Sec.-Treas., Advertising Director

J. E. CHAFFIN,
Editor, Vice President

H. L. WATSON—1876-1956 J. S. BAILEY—1883-1935 ARTHUR LEE--1886-1960

CALL FOR RESPONSIBLE LEADERSHIP

A call was made here on Tuesday night of last week for responsible Negro citizens to become leaders in the fight for civil rights if it is to remain peaceful.

The call came from the Rev. I. Dequincy Newman, field secretary in South Carolina for the NAACP. It was directed to about 150 Negro citizens at what was called an organizational meeting.

The NAACP at one time was considered a radical organization by the majority of white people in the state. But in the context of the civil rights campaign as it now stands, it must be considered conservative. It could be the best hope in South Carolina of channeling Negro efforts along lines that will not be disruptive of the peace and good ordtr the state so earnestly desires.

What Mr. Newman was saying here was that if the responsible Negro citizens do not become involved, then the more radical groups will take over. It is reminiscent of pleas made to white people at an earlier stage of the civil rights movement.

Mr. Newman also made the point that Negroes must select their own representatives on groups acting on this issue. If such people are to represent Negroes they must present their viewpoint, not that of the white people. Orangeburg is having some difficulty on this point at the present time.

South Carolina has gone through the period of a more radical white leadership. Those were the days when the slogan was "Never," and white power, going by the name of white supremacy, was the watch word of most political campaigns in the state.

Now we are faced with a movement going by the name of black power.

White people have, for the most part, rejected their most radical leaders. Now Mr. Newman is asking that Negro citizens do the same with their own leadership. Then the more responsible groups of both races could seek what both must want—dignity and a good life for everybody.

We must not delude ourselves. Mr. Newman was right in saying that South Carolina will never be the same after Orangeburg. The civil rights movement has entered a more intensive stage. Young Negroes, just as are young white people, are restless. And the attitudes and actions of neither is completely understandable to their elders.

And there also should be no delusions about the consequences if either chooses the heady but reckless course of destruction. We all will be the loser. What seems the brightest future for all South Carolinians within memory can be shattered for everybody.

Differences

A debate of sorts is being conducted on Vietnam by George Romney and Richard Nixon, despite

E. Kenan 2/20

Geo ~~Kenan~~ Dt.
Supt of Pers + Services
Monsanto Co

Grwd Co

Syn Fiber - Nylon 2800
Prod Sept '60 - Sept 400 E/yees to end 67
2800 E/yees - "healthy 90" of N - "we don't Quote
Plan for Prog - active Recruitment

New plt - started 29 Jan - 30 per wk
now 30 per wk - next 4-5 wks
then to 50 per mo "to keep ever

One plt here
" " Blacksburg - Cherokee - No exp
" " Orbg

---

4 shifts - rotating shifts - ch every 7 days
e.g., 8-4 - 7 days off Mon 4:00 in Thur
4-12 7 days then graveyard
7 days wk
Mon - Sun = wk wk
4 days on shift - one day another shift

~~Reqmts~~ - very w/ Job
liberalized Qualif + empl 20% more N
Test used Wonderlick Test - 50 Q - Gen intel
Most Co's use.
Now Oral Direction Test - SRA - ch
- OR record - Testee mark ans
uses Comb of the two scores
Also phy test - N fail via high blood
about 30% of all tested - fail.
" 2:1 N failed Wonderlick
"

Was Chemstrand
Amer Discourse
+ Montsanto
'61 " bought out AD
become Text Div of Montsanto

TEC
TEC
Didn't train E/gees, Not here
Couldn't

[redacted] prefers train own for apgr

Hires ~~M~~ Mainly at entrance level
Mainly - Yoxn M/g trnee — start #1.97 to 2.25
18 - Score 41 + written + oral / Automat
pass Reach Test
wt 130
lift 24 lbs
push 1000 lbs
Mainly mail
to 2.92
if has HS ed or equiv - pass Bennet Fry Mech Apt at 26+ - 256 up
Yoxn Process Trnee — #1.82 to 2.25
a 18
38 score
Reach test
100 lbs wt.
To #256
if has HS ed or equiv or stops @ 2.25
Qual control

cost
#4.00

TEC has program trng to pass test
M - went thru 2 yrs of files of unsucc applics
#about 150 letters disappointed in # people
200 - 7590 N

Write it Don't Say It!

VERBAL ORDERS DON'T GO

TIME _____ **DATE** _____

TO _____

- ☐ **Please handle**
- ☐ **Please call**
- ☐ **Please see me**
- ☐ **Please return**

George C. Crook
Monsanto
3390 Peachtree Rd., N.E.
Atlanta, Georgia 30326

Signed _____

Wht coll - limited
4 or 6 N
Would like qualif N
e.g. 1 Nurse vacancy - couldn't get N
No N Applic qualif
Test - understanding + typing
35-40 wpm
understanding imp - but 17 = min
Engr -
see top co. people re schlsh costs
for N
$ turned over to schls
locally - Clemson
USC
NC State

W. B Daume
D/Pers
St Louis
Monsanto Co
Lynburg Ave
has some at N Schls
Recruits for all Monsanto
Atl Mgr for recruiting in South
Geo. C. Crook - see attached

---

40 Wht Coll of the 2800
AEC - pl for Prog

232 Skilled of the 2800
top maintenance jobs
Mach
Mir Card
Operator jobs

Needs Warehouseman – $1.77 to 2.04 w/ sen
No test – Strong back
min Age 18
lift 80 lbs
push 1700 loaded

~~Need~~ needs 8-18 – can't fill

efforts – ads, SES, new files & curate applics.
mainly N fill it.

SES

SES – seldom Ref.
not much pass of shooting jobs thru SES
~~Must~~ wants talk w/ those SES screens out

Another booklet which Mr. A..man gave me is a sleek booklet, entitled "IF You Stand Out in a Crowd. It is embossed in regal blue and has a picture of a grinning white man superimposed over an unclear picture showing an all-white group of people. No Negroes are shown, It begins with a statement from W. E. Reed, Pres. of the corporation and includes a pictorial illustration of "What we do, and where we do it." It indicated that the Ware ShoalsDivision at Ware Shoalsproduces"most of the fabrics used to make the many consumer products bearing the Riegel trade-marks. We are growing constantly and so are our facilities. We built still another additional building here in 1966." There is also the Alto Division in Alto , Georgia and the Tryon Division (2 plants) in Tryon, Georgia. The consumer products division in Johnston, S. C (Edgefield County) is a cutting and sewing plant built in 1956 and enlarged in 1966 to handle the production, merchandising and sale of [illegible] products, such as diapers, pillow cases, etc. The McCormick plant consumers products division in McCormick, S. C. is also listed. The Fork Shoals Mill is a yarn mill which is part of the Ware Shoals division. The La France division, in La France, S. C. (Anderson County) manufactures, finishes and markets furniture upholstery fabrics, industrial power fabrics automotive upholstery fabrics and apparel fabrics. The section on sales indicates that a bachelors or masters degree is required. The company hasan eight -week orientation program beginning in New York and followed by visits to all its manufacturing plants. Thereafter the trainee is assigned to a training program and thereafter he travels about 50% of the year. The starting salary is said to be open.

For production, a bachelor or masters degree is required and the company offers 32 weeks of training in all phases of operation in any one of its plants and thereafter the salary is based on the record of achievement.

In Controllership a bachelors in accounting or math or masters in Business is required and the company offers an 8-week orientation program, in its southern executive office at Ware Shoals, the salary is stated again stated to be open. In Research and Development one needs a degree in Chemical or Mechanical Engineering ~~to~~ or Physics and there is no indication that there is any other training period there are also no indications as to what the salary would be. Presumably it too is open.

Third document which Mr. A..man gave me is ~~there in your~~ their annual report for the fiscal year ending Sept. 30, 1967. It contains mainly financial information. It does indicate that Riegel purchased the Startex division of Spartan Mills in Oct. '67 and it has also purchased the weaving equipment and leased the Niagra Mill plant of Spartan Mills, in Spartanburg. They will sell the Startex line of towels, kitchen towels domestic toweling and institutional napery. The pictures of employees on pages 12 and 13 are all white. There is some discussion on a plant by plant basis but the figures are given on a consolidated basis. One outstanding figure is that the net income per share common stock was $2.32 for the year ending Oct. 2, 1965; $2.93 for the year ending Oct 1, 1966 and $3.02 for the year ending Sept. 30, 1967. While the book value had the end of the 1967fis cal yearwas $24.65 per share. What this says is - while the company claims all sorts of difficulties due to higher wages or the import problem and higher cotton costs, the fact is they are making money.

Interview with Mr. Joseph Hallman___Director of Industrial Relations and Mr. George Timmermann, Personnel Director of the Ware Shoals Plant(appointed Feb 1968) Reigel Textile Corp. , Ware shoals, S. C. (Greenwood County, Feb 20, '68

Hallman is the dominant partner in the Hallman-Timmerman partnership. Timmerma isa youngster. ~~Hm~~ Allmond is the same person who invited me to speak before the Greenville Society for the ~~XXX~~Advancement of Management and thereafter withdrew the invitation. Following the Greenwood Mills and James ~~Selfy~~ Self lying he, to, tried to say as little as possible. He was most noncommittal and relatively uncooperative.

Reigel draws its people for Laurens, Belton, Honea Path and Tulsa. It sits on the edge of three counties - Laurens, Abbeville and Greenwood County. It draws only about 3 % of its people from Greenwood County and these are mainly ~~only~~ Ware Shoals people. Almost none of the employees come from Greenwood, 16 milesaway. The Due West people go to Abbeville to work.

Reigel has 7 plants in the state as follows: Fork Shoals in Greenville County Aiken, Lexington, McCormick and Johnston In McCormick and Edgefield coubties. They have been a government contractor since 1961 and have an equal employment policy formulated and promulgated. Allman stated that they are audited for equal employment about twice a year and hat's enough. He would not five out any information about emplomentby race.

Allman stated that they have Negro Office personneland they have Negroes in the maintenance department. They have offered the sales internship to a Negro from New York. They have worked closely with Mr. Luther Ware, President of the NAACP in Ware shoals.

They need people in the white collar jobs as chemists, technical assistants (Ass't chemist) cost positions(accounting) and as sales trainees.

BEST COPY AVAILABLE

Allman stated that they have taken various kinds of affirmative action, including recruiting at Negro schools.

He gave such information as his public knowledge but would not give me the racial statistics nor a figure on turn-over nor commit himself to any specifics in regards to hiring Negroes or the like / He gave me a copy of their book which they give to employees which he said is 10 years old. However this was only with great reluctance. He, happily, gave me a copy of their annual report and a copy of the document which they give out at the colleges, entitled: "If you Stand Out In A Crowd." The employee book, entitled, "Working Together at Riegel" has notes indicating that there are individuals to whom they are given and not for general distribution. It is designed for new employees "to learn the rules quickly." Allman stated that they had not gotten around to updating it since 1958. His notes in pencils and ink are included in my copy which he gave me. The chapter On the Job with Riegel states that a Personnel interview is the first step to ___consider character and the welcome world of choosing friends and employees. The section entitled applying for a Job has been marked through by Mr. Allman. It states that after the personnel department approval, the applicant is referred to the supervisor who makes the final decision. Application are kept on those who are not hired so that they may be considered for future available jobs. There is a trial period of 3 months. The section on transfers is designed to discourage transfers from one department to another. It encourages the employee to discuss this desire with the supervisor. Section on Your future with Riegel states that promotions are based on ability and seniority counts only where two people are equal. Section on Outside Training states that the company will reimburse employees for correspondences courses and Allman put some notes that it should be updated.

In the next chapter, entitled, About Wages and Hours, Allman notes indicate

BEST COPY AVAILABLE

that shifts change 12, 4, and 8. The section Payroll Deductions seems _____. It states the company makes deductions_____ such as Social security, takes and state tax and no other deductions are made without your written consent and the appoval of the management) All man notes indicate a probability of with-holding garnishees deductions and Christmas savings. The chapter on Absences and Leaves of Absencex states that unexcused absences of more than three days are grounds for dropping the employee. Including amon the leave of absences are: maternity leave. There is also a chapter on safety, security (including insurance social security unemployment) rules to remember(related to employee conduct on the job)and important facts(___length of service awards, read the bulletin board, etc.) One of the items here is the Benjamin Dewitt Riegel Memorial Scholarship Program on which employees and their children may obtain scholarships/awards scholarship awards ~~basedxxx~~ for higher education based on scholastic aptitude, initiative , perseverance, character, and personality. Additional information is available from the Personnel Dept. THAT SHOULD BE CHECKED INTO. A section entitled, "Community Foundation has been makked out by Mr. Allman, its tone indicated thatWare shoals Community Foundation is a non-profit foundation for recreation in Ware Shoals, established by this company. It includes pool, swimming, ytennis, baseball, etc. It is based at the Riegel Field H use. There is also the _____McCall, a recreation center with a pool and playground. INTEGRATION HERE SHOULD BE CHECKED OUT. The portion, Things to Know about Ware Shoals discusses schools, churches and golf clubs and have been lined out by Mr. Allman. The finalk chapter ~~xxtitl~~ entitled, A Bit of History summarizes the company's 100 years history from 1902 -1958 and shows their expansion and the various _____they produce both in S. C. and New Jersey and N. C. (paper and pulp).

2-22-1968

Grand OD

Wilbur Mills Coming To Greenwood For Visit And Big Barbecue

U.S. Rep. Wilbur Mills, (D-Ark.), chairman of the powerful House Ways and Means committee, will come to Greenwood Saturday, April 6 to meet with area textile employees, see textile operations in the vicinity and discuss the impact of imports on the industry and its people.

Mills, who has never visited the textile Southeast before, is the leader of the House committee where import-restricting legislation must originate. He has joined congressmen from textile areas in supporting quotas.

L. L. UNDERWOOD, an overhauler in Greenwood Plant No. 4 of Greenwood Mills and president of the Quarter Century Club in that plant, issued the invitation to Mills in a telegram sent through the office of U.S. Rep. W. J. Bryan Dorn of South Carolina's third district.

Underwood said he was issuing the invitation in behalf of his fellow workers throughout the textile area so that they could "shake hands with Mills and talk to him about the impact of foreign imports on their jobs."

Mills will be flown to Greenwood by private jet, and will be greeted at the local airport in the morning of April 6 by Underwood and several local and state officials.

A press conference is scheduled to follow, probably in the courtroom of the new County Courthouse. The national press is expected to attend.

Following that, a barbecue luncheon for textile production and hour-paid employees only will be held under a large tent on the County Fairgrounds. No management personnel will attend the Mills luncheon, since the Arkansas Congressman has a long-standing practice of not addressing any management group throughout the nation. He will speak briefly to the assembled workers and shake hands during the luncheon.

MILLS IS SCHEDULED to return to Washington that afternoon.

Textile workers will come into Greenwood from as far away as Pickens County and Aiken County by bus. Others living nearer will come in private automobiles. Some 4,000 are expected for the luncheon.

The tours for Congressman Mills will include a plant of Greenwood Mills, showing the cotton operation, and the Monsanto Plant here, showing the filament yarn operation.

THE INDEX JOURNAL

49th YEAR — ISSUE 15 GREENWOOD, S. C., THU 1968 16 Pages — 2 Sections — 10c

TEAM 5 5 68
P O Box 1015 36 3
GREENVILLE S C 29602

★ ★ ★ ★ ★ ★

Most Powerful Man In Congress

WASHINGTON (NEA) — Sometime before Christmas the American taxpayer began hearing that, in the face of rising food costs and mounting interest rates, there was also the prospect of increased taxes.

WILBUR MILLS

The tired old lines about guns and butter were dredged up again and cartoons ran rampant with pictures of LBJ leaving John Q. Public naked inside a wooden barrel while carting away loads of dollars for welfare and military.

Congress came back to town after a short holiday break, in a nasty mood and determined to cut costs, while the President pledged to "meet the challenges at home and abroad."

But when the curtain came up the man in the spotlight was a short, quiet Arkansas Democrat with a face the average taxpayer couldn't pick out of a lineup of 15 congressmen and a vow that no tax bill would pass by him unless certain fiscal adjustments were made that met with his approval.

If the sudden realization of the influence held by Rep. Wilbur Mills caught the general public by surprise, it was old hat to lawmakers here.

Democrats and Republicans alike call him "the most powerful man in Congress," "the most knowledgeable tax man in the country," and "a very bright, a very capable person."

In the pecking order of Capitol politics, Mills is a rare man who has emerged at the front of the line without arousing a clack from the flock of lessers.

As chairman of the powerful House Ways and Means Committee, from which all tax bills come, he sits as a sort of legislative Nero, able to turn thumbs up or down on President Lyndon Johnson's attempts to achieve a tax surcharge for increased revenue.

His power originates in what one fellow committee member called "a knowledge of tax laws unmatched in this country." Other attributes granted him include an astonishing rapport with members of both parties and the ability not so much to force lawmakers in line as to read the mood of the House and know when passage of a bill is possible.

"Wilbur Mills," said a col-

WILBUR MILLS

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"Wilbur Mills," said a colleague, "doesn't back a piece of legislation if it's doomed to failure."

He is also respected for his careful preparation and ability to grasp detail.

"He's got a mind like a steel trap," said an acquaintance. "And he's got a rare combination of the down-to-earth feel for the guy in the sticks coupled with all the moxie of a Philadelphia lawyer."

The moxie came with three years at Harvard Law School, after graduation from Hendrix College, a Methodist school at Conway, Ark. Mills grew up in the little town of Kensett (population 1,000), 60 miles from Little Rock, and maintains a home in the family cottage there. A central point in Kensett is still the Mills General Merchandise store, owned by the family for 60 years.

"Wilbur started working in the store when he was 7½," says his 82-year-old mother, who still goes to the store to help her other son Roger and "watch the candy counter."

"Wilbur was always interested in sports, but he never took part in athletics in high school," she said, "because he always came home right after school and helped his father in the store."

He was a quiet boy, ("an honest, Christian boy," his mother still calls him) who married a Kensett girl he had known since they were in grade school. He served four years as county judge after graduation from Harvard, and came to Congress in 1939.

Still not given to small talk, Mills exudes a confident mystique that led a fellow member of Ways and Means to say, in tribute to both his reticence and influence: "I think one of the things Mr. Mills does best is to disclose nothing. If people had some idea of what this man is going to do it would affect the way money is invested in this country."

One of the things he doesn't mind talking about, however, is tax reform. His dream is a broad-based tax system which would do away with deductions almost entirely.

"What I'm talking about is a very simple way of paying taxes that everybody could understand and nobody could be confused about," he said.

Rates would be about half of what they are today, because

(See MILLS, Page 9)

coroner was asked how the victims to bind up the wounds.

Grwd Sunday Journal 2/22/68, p.4

LIAISON IN EDUCATION

The Education Committee of the Chamber of Commerce plans to name a sub-committee to serve as liaison with the district boards of trustees and the County Board of Education this year.

It has a special interest in implementing certain recommendations in the comprehensive survey of Greenwood County schools. An especial interest is stated in the recommendations which would bring elementary schools up to accreditation standards. Greenwood District 50 announced recently that all its elementary schools are accredited, and those in Ninety Six District 52 had earlier received such accreditation. Only those in Ware Shoals District 51 remain without such accreditation.

It also wants to build public support for education, and to help keep the public informed on what is going on in the county in respect to education.

The committee also hopes to function as a liaison between business and industry and the vocational and technical schools. Members want to keep the public informed of developments in this phase of education, and to recommended needed action.

The annual "Welcome Teachers" coffee hour will be held to welcome new teachers in Greenwood District 50, and the S.C. High School Yearbook clinic will be sponsored again at Lander College.

It is working with the Student-Teacher Achievement Recognition (STAR) as it did last year, in cooperation with the statewide program of the S.C. State Chamber of Commerce.

It will have representatives at the Governor's Conference on Education next October, and will sponsor a Career-Day or night in cooperation with the high schools.

The committee will work to encourage more longrange planning for the school systems in Greenwood County.

In respect to Lander College, it will endorse and actively seek state funds for the county-owned institution.

Teacher Walkout

Florida didn't appropriate as much money for schools as teachers wanted, so they have walked out of the classrooms. A chaotic condition prevails.

It brings again into focus the conflict between the right to strike for honest grievances and the public interest. There must be a better way of solving these situations than to have garbage rotting in the streets of New York and children left untaught in Florida.

Suppose this spreads to fire and police departments? Is there no public interest that transcends such individual rights? Is there no way to reconcile the conflict? Is there to be no end to it?

Ready To Go

Committees sometimes take some prodding to get started.

But Greenwood County has a planning commission anxious to get its comprehensive program of planning underway, and is asking for some initial money to that end.

The sum asked seems a small amount for a group that obviously wants to accomplish something, and in an area where much can be accomplished.

7M-2yrs
15 mbr BA

2-24-68

lenders a service fee of up to $35

Greenwood Index-Jour 2/24/68 p. 6

Greenwood Mills Promotes Lawton

James E. Lawton, Rt. 2, McCormick, has been named third shift supervisor of the carding and spinning department of Greenwood Plant No. 4 of Greenwood Mills. Plant Manager D. E. Cowan made the announcement today.

Lawton, 25, has been employed with Greenwood Mills since October of 1961, beginning his services in the carding department of the Mathews No. 3 Plant. He was enrolled in the Greenwood Mills Management Training Program in December of 1966, where he served until his present promotion.

LAWTON

Son of Mrs. Ella Lawton, he is a graduate of McCormick High School. He attends the Associate Reformed Presbyterian Church.

Age 25 - 6 yrs w/ co

H.S. Grad - 1 yr Tech

new shift supv.

Interiors Etc.

• Draperies

• Furniture

• Carpet

NORMA ELLIOTT
DECORATOR
321 Grace St. OR 9-86[illegible]

2 Greenwood County

A. NAACP chapter just organized (Feb 68) and probably could be persuaded to take on textile employment as its first major effort.

B. Plant visits (6) completed (1 declined to talk)
Best prospects (or a non committal lot) - ranked

1. Montsanto
   - hiring 30 a week thru March then 50 a month
   - tests

2. Greenwood Mills
   - Rep hosing E/yees - but non committal
   Must be broken
   2 counties - here + Laurens

3. Parke Davis
   - News + advanced but non committal
   - tests
   - 2% (12) jobs per mo (2 plts + HQ)

4. Abney Mills (located in Grwd - draws also Abbvl c.
   - V.P. progressive, D/pers concern.
   - big, must be broken, here + Anld Co

5. Riegal
   - probably not bad, but non committal

~~6 Abney Mill - 2 plts Grwd Co but draws fr Abbvl Co.~~

C. Training -- TEC has possibilities for general upgrading to pass tests - Needs general pushing re training for test taking + more N students + some on staff -- add textile courses + arrange job guarantees per York

E. Possible staffers: Rev. M.B. Norman
+ persons hill Name
Rev. E.L. Cain

Gallenwood 2/27/68

E. F. Fast, G.M.

Richard W. Stowe, P/Mgr

Henry Blohm
Div Dir - Med Surg Prod Div

P/K Davis
Grand

Difficult to get Qualif people
100 yrs old - Hq Detroit
Here 6 yrs '62 - selected because, in pt - the mkt
Philosophy = N.D.
R Data - policy to not give out
People Needed = Skilled
TEC has potential

Test - literacy - obey inst - Wonderlick & oral Directions - SRA
Mech Apt where rel - Mechanical
Bennet
Purdue - less skilled jobs
Thurston Clerical Apt + Typing - A B C D

Not validated this ~~operation~~ plant
but " Nat'l & industry basis
All must pass test - CW & SRA
others

Can't say failure rate - never studied
always had since '62 - EEOC
passing score = 18 wonderlick for clerical - H.S. Grad nat'l norm
12 wonderlick for most prod - ssk

W = 12 minutes 50 Q
SRA = 39 25 on sk

Also looks at other factors - exp, wk record
But test is guide

Util service man - Material Handling - Needs literacy

Test always req'd except Janitor
unwilling to do same w/o test
Prob of moving up - unwilling exp w/ non passers of tests
→ only pff st

Trng Orientation
OJT - classes some jobs
e.g., Maintenance jobs mechanics elec mach
apprentice program

Eyes - 600 E/yes
~~about~~ 75 = Skilled
Machine operators below about 130 wht collar or salaried

10 classif of jobs

enter - mostly grade 2 - tries get people who can go to gr 6 or 8

[redacted]
apprship for skills based on bidding
Co pays 50% tuition refund
He must exercise the initiative

Co isn't Text - converts cloth into surg dressing
chem, mech, paper
Bleach cut

Turnover - About 2% per mo

Limited hiring of summer people - 3 or 4 per summer
shutdown 1 wk for vacation

College Recruitment - for corp HQtrs - Detroit

Salaried turnover = low

Re Nantex —

interviewed some

Has hundreds of current applic on file

Keeps applic - look at trsp - core of ch. wk record

applic active 2 yrs

Has 10,000 aplic since started

Mowal

→ limited hiring till June - freeze

→ being revised

→ Will send me

Troy - must get apprvl degree program - co pays all or - 50%

→ will send brochure re tring & refund

pays 50% to B.S. - Adv Degree gets other 50%

must be E/yee

TEC included for 50% refund

Also correspondence - ICS - Scranton, Pa

who apprs

local Repr =

→ immed supv - Dept Mgr - personnel

→ No N ever took

- Motivation -
- not publicized much - has put up Notice + told all E/yees
- 's not on checklist of orientation

wants more people

New people mainly 2d or 3d
then bid up - qualif + seniority

Bids
posted - yes -

P/mgr joined co when started

Pay rates
levels

Gp 2 = Bench wkrs (fem) } 1.69 to
util senior (male)

↓
production
2.18 at gp 8
wk is

2 pltS

15 Cents spread
per grade

① Capsule ptt
Not yet full open
makes capsule
Built 1 yr ago
Not hiring
75 E/yees

State 7 rate
to job rate

gp 9 & 10 = maint

② Surgical Dressing
6 yrs ago. - 1962 - 1/1/62

init - apply at SES - Adv -
hiring in town

did own Tm
SES - took applic - some screening

Mrs Wicker Mgr
Geo Barnette -

Drew Edgefield Saluda

No trsp to here - would approach Bus people
re trsp

Editorial Page

Grwd

THE INDEX-JOURNAL

Page 4 Greenwood, S. C. Feb. 27, 1968

R. FRANK MUNDY
President, Business Manager

W. W. WILSON
Sec.-Treas., Advertising Director

J. E. CHAFFIN,
Editor, Vice President

H. L. WATSON—1876-1956 J. S. BAILEY—1883-1935 ARTHUR LEE—1886-1960

GSSC w/ R.L. Granger interview Piedmont TEC

MEETING AREA NEEDS

There are differences of opinion as to the proper field of operation for Piedmont Technical Education Center.

Until there are sufficient demands on the school to engage it completely in the technical area of instruction, we go along with the idea that Piedmont TEC should fill any need that arises, for which there is no other agency capable or willing to do the job.

Thus Piedmont TEC plans a year-round "pre-TEC" course to help prospective students meet entrance requirements. That is similar to the summer program Lander College plans to upgrade prospective students who can not fully meet entrance requirements without some help.

And TEC also is considering a field long neglected in this county. That is to provide some courses of instruction for prisoners at the county camp. There is a ready-made audience there who could profit from some type of instruction.

The State Department of Corrections works on the theory that a man should leave its care better equipped for meeting the demands of living in our modern society than when he arrived. It may be true, as Senator Drummond suggested, that this is one consideration in the refusal of state officials to return men to the Greenwood camp from the State Penitentiary.

The new vocational school will fill some needs, but as the director of Piedmont TEC observed, there is no reason for the two training programs to be in conflict. They should be so designed that instruction in one leads into the other. We have been told that TEC enrollment usually rises when vocational schools are operated. Instead of being in conflict, they are complementary to each other.

Grwd CO

Dr. Miller Named President Of Greenwood NAACP Chapter

Dr. Joseph A. Miller, Greenwood dentist, was elected president of the Greenwood County NAACP chapter last night.

James Brown was named first vice president and Alonzo A. Carter was elected second vice president.

About 200 persons attended the organizational meeting of the county chapter of the National Association for the Advancement of Colored People.

Principal speaker was the Rev. I. DeQuincy Newman, executive secretary of the state NAACP.

Mr. Newman said "there is some glimmer of light" in the racial situation at Orangeburg but he also termed it "still a powder keg."

"Some tangible progress" is needed in Orangeburg soon, Mr. Newman said. "The turmoil can break out at any moment and on slight provocation."

He said students at S.C. State College and Claflin University have adopted a "wait and see" attitude on further developments toward their requests for equal rights in the city. "The glimmer of light" he referred to is the court order requiring the integration of the Orangeburg bowling alley.

Mr. Newman also mentioned that two Negro men were employed as agents of the South Carolina Law Enforcement Division three days ago and he hailed the action as further progress toward the goals of the NAACP.

To Greenwood County

WCRS radio (NBC), dial 1400 + [redacted]

presents the State News at 5:30 P.M.

sponsored by Greenwood Mills.

The commercials say (rather vaguely)

that its great to work at GW M;

that they produce a quality product

and that they sell in New York's

Garment district.

MCJ

2/28/68

in car

Grwd Index J - p 4, 2/29/68

MORE QUALIFIED PEOPLE

A significant trend in the continuing effort toward industrial development is shown in the program of work of the Chamber of Commerce committee assigned this area.

Extensive recruitment of outside personnel last year did not accomplish much, the Industrial Development Committee reports. The alternative it sees is to try to upgrade the people already here.

It intends to help publicize the adult education classes operated by the three school districts of the county.

Encouragement and support will be given to the new course at Piedmont TEC which is designed to help the applicant prepare himself for a job in industry. Included in the program are courses designed to help those already employed to advance, leaving jobs which can be taken over by those lower on the ladder of qualification.

In the area of long-range industrial planning, the committee will cooperate with adjoining counties in obtaining new and diversified industry.

The committee will assist in the Greenwood Festival of Flowers, with the hope that some visitors may be so impressed by the community that they will choose to make it their home.

Low rent housing is one of the primary needs in the general industrial drive, and the committee will endorse and encourage the city committee working in this area.

The plan to extend water and sewer lines into the county also has the endorsement and support of the committee.

Never Admissable

An increasing tendency of Americans to accept violence as "legitimate expressions of grievance" and as "something we can live with," were deplored the other day by Dr. Daniel P. Moynihan.

"We cannot live with it," he said. "Violence is never inevitable and never admissable in this society."

President Johnson lent some credence to it when he said there will onstrous rioting next summer

Dr. Mo

Never E

Laws can

ble.

Textile Leaders Say:

Grwd Index Journ 2/__/68, p. __

File Press Note to spg.

'To Get Management Position Negro Needs More Education'

COLUMBIA — State textile executives say there are few Negroes in management positions in South Carolina industry because they lack the skill and education.

A report in the Daily News Record, a national textile publication, quotes a Greenwood area executive as saying "better education and work experience will remedy the situation. But it will take time. Lots of time."

The executive says the Negro is doing nothing to take advantage of the opportunities available.

Educators back up this widely held opinion.

Harry Boyte of the Atlanta office of the U.S. Equal Employment Opportunity Commission says the opportunity is available out of necessity.

Boyte said at a recent meeting of TEAM (Textiles: Employment and Advancement for Minorities), an organization formed in Spartanburg last year by six private agencies, that mills face a manpower shortage.

Because of the shortage textile firms in South Carolina have begun hiring more Negroes.

Dr. Benjamin Glover, a Negro educational consultant to the S.C. State Technical Education Committee, said there's so longer any reason for any person to remain unemployed and unskilled because of lack of training.

"The problem is the lack of motivation on the part of Negroes," Dr. Glover asserts. But he said mills were interested in skilled workers.

Dr. Glover cited the case of a Negro youth studying drafting at the Greenwood Technical Education Center who already has been offered a job by Greenwood Mills which also is paying his expenses at the center.

Throughout South Carolina, mill executives privately admit that the prerequisites for entry into middle management are in most cases a college education combined with work experience.

Officials at Clemson University's School of Industrial, Management & Textile Science can tell only of one success story. A Negro with outstanding talent has shown some interest in Burlington Industries, Inc.'s training program.

Educators agree that the unfortunate aspect of the situation is that the Negro lacks the basic education for advanced education, which in turn is required for professional advancement.

"Two changes have to occur before the Negro can gain management status. He has to educate himself and non - Negro workers have to accept the fact that he is worthy of the management slot," observed one executive.

Ben Sands, manager of the civil rights administration for Celanese, points a finger at the old tradition in Southern industry that whites held certain jobs and Negroes certain jobs.

"Just how high can a janitor go?" he asked. "What we're doing now is to place Negroes in jobs that do lead to progression."

Mordecai C. Johnson, a Negro attorney who serves as TEAM's director, says the mills must seek out the potential Negro employe and train him.

"Less than 2 per cent of the office and clerical workers in our state's textile industry are Negroes," Johnson said. "In the whole state of South Carolina, there's not one token Negro in a professional or sales job in textiles."

Johnson believes there hasn't been the kind of outreach needed to close the gap.

"Mills have taken down their Negro - white signs. But they aren't trying.

Ware Shoals

Grwd Index Jour 3/12/68 p. 9

Grwd

Town Officials To Seek HUD Grant Thursday

By TOM LOLLIS
Index-Journal Reporter

WARE SHOALS — Town officials will leave Ware Shoals Thursday for a conference with Housing and Urban Development officials in Atlanta to request a federal grant and a loan to begin work on water and sewer systems improvements and fire department construction.

Mayor F. C. McLane and engineer J. Hearst Coleman, Town Clerk Gus Kay and attorney Jim McDonald will present the Ware Shoals application for federal funds to help finance water and sewer improvements estimated at $815,000.

Town officials are authorized to issue bonds to borrow up to $570,000, but Mayor McLane said he will not know how much in bonds will have to be issued until the amount of the federal grant is known.

He told Town Council last night that the engineering data requested by HUD is in order and "if they find anything wrong with it, I don't know what it could be. "It will be some time before we know what we will get.

Ware Shoals also hopes to borrow $20,000 from the federal government to build a fire station. The cost will be about $5,000 more than the $20,000 which Ware Shoals is authorized to borrow. The excess will be paid from the town treasury.

Riegel is now drawing up the deed to the fire station property and will deed it to the town.

In other business, council passed ordinances on elections, tax collection, parking and fire safety. Second reading was waived on all but the delinquent tax collection ordinance.

The tax ordinance provides for the payment of city taxes between the notification date of Nov. 15 and Jan. 1. After Jan. 1 the penalty will be 1 per cent of the tax bill. The penalty increases to 2 per cent after Feb. 1, 5 per cent after March 1 and after April 30 the tax will be executed.

The ordinance on fire safety makes it unlawful to interfere with firemen in the performance of their duty or to tamper with fire department equipment. The ordinance also makes it illegal to follow a firetruck. Violators can be punished by fine of up to $100 or imprisonment up to 30 days.

The parking ordinance sets up $1 fines for parking violations other than parking next to a fire plug, for which the fine is $2. After five days a summons shall be issued for the violator and a $1 cost added to the fine. A warrant will be issued if the violator then fails to appear and he will be fined $5.

Town elections were made to conform to the state code under an election ordinance.

Council also amended the Southern Regional Standard Building Code to lower the fees for building and alterations to buildings.

Under the amendment, proposed by Alderman A. C. Jones, work of less than $500. For a building permit of from $500 to $15,000, a fee of 50 cents per $1,000 would be charged. Over $15,000 and up to $100,000, the permit would cost 25 cents per $1,000.

No fee would be charged for a permit to move a building or demolish a building but a permit would still be needed. A motion by Alderman Herman Medlock to set up a $1 fee for demolition or moving was not seconded.

Mayor McLane told council the State Board of Health will begin a spraying program this week to control Aedes aegypti, a species of mosquito that is a potential carrier of yellow fever and encephalitis.

"That doesn't mean that they are infected, but they would become carriers if they bite someone who is infected with yellow fever or encephalitis," said Mayor McLane.

The Health Department will spray with a weak solution of DDT to kill the mosquito larvae. Further control steps will be taken later.

Alderman Jones' motion that the town look into the possibility of engaging a new auditing firm to audit the Ware Shoals books was passed by council.

Council tabled discussion of pay for firemen. Fire Chief Tom Weeks presented a request from the town's volunteer firemen for compensation of $6 for a callup and $4 an hour for each hour after the first.

Alderman Fred Westbrook said he thinks such pay seems high.

"Some other towns are paying $2 a call, no matter how long the fire is," said Westbrook.

Mayor McLane supported the firemen in their request, saying that it would pay to listen to them since they plan to have a top-grade department.

Weeks said most fires last only 15 or 20 minutes and the firemen would not usually spend an hour or more at a fire. The firemen now receipe $4 for a callup if they are not on the job at Riegel at the time. If a man is on the job when called, Riegel will compensate him.

Grwd

$3 Million Bond Issue

Grwd Index Journ 3/13/68 P. 3

Note: C of C turning down jobs w/ N (the know zoo) unemp'd - wk N can do - C of C survey? Racial? sex

County Help Sought In Locating Plant

The Greenwood County Finance Board is faced with a decision as to issuing some $3 million in county revenue bonds for construction of a plant to house a new industry, in the face of a reported seriously tight labor supply.

The request has come from a company which would operate a box factory on the Seaboard Coast Line site on the Laurens highway.

The decision has to be made this week, due to a change in the tax situation affecting such bonds.

The Finance Board asked the Industrial Committee of the Greenwood Chamber of Commerce for an opinion in the matter. The committee replied that it would have to conclude reluctantly that the labor market is so tight here that operation of present industry, and expansion plans of existing industry, are so seriously threatened that it could not recommend the bond issue.

The position of the Industrial Committee is that it will not oppose the bond issue for the new plant. Since it was asked for an opinion, however, the recommendation would have to be that the present labor situation in Greenwood County was such as to make it unwise.

The Industrial Committee said that the lack of sufficient housing in the Greenwood area to accommodate people brought in for operation of such a plant also was a factor in its recommendation.

The decision, however, is one that the Finance Board must make, apparently with concurrence of the legislative delegation.

Information was not available this morning on the company and the size of the operation. Reports were that the company would require from 50 to 200 persons when in operation.

The General Assembly last year authorized county boards to issue revenue bonds for the construction of buildings for industrial purposes.

The act specifies that they are revenue bonds, to be retired from revenue derived from lease of the building. Such bonds do not constitute an indebtedness of the county within the meaning of any statute limiting bonded indebtedness. They also do not constitute any liability against the county's general credit or taxing power. This has to be stated on the face of the bond.

They can be issued with or without advertisements calling for bids.

The act further requires the person or corporation leasing any such building to make payments to the county, school district or other governmental unit within which the building is situated in such amounts as would result from taxes levied on the building. Reductions can be provided, however, similar to those allowed if the leasee were the owner.

The bonds issued for such purposes are exempt from all taxation in South Carolina except for inheritance, estate or transfer taxes. All trust indentures and lease agreements made under the act also are exempt from South Carolina stamp and transfer taxes.

General Assembly Considers State Program

Over 1,000 Greenwood County Families Could Partake In Food Stamp Program

By MARGARET WATSON
Index-Journal Reporter

Well over 1,000 Greenwood County families would be eligible to participate in the food stamp program, if it is applied statewide as proposed in legislation now before the General Assembly.

Low income families are allowed to buy the stamps and receive additional "bonus" coupons for purchasing more food. The number of bonus coupons depends on size and income of the family.

The increased buying power would boost local economy and state sales tax revenue, advocates of the program point out.

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Persons eligible for buying the stamps are generally those on public welfare rolls and others with a low annual income.

The County Department of Public Welfare had 917 persons receiving some type of assistance as of January.

The number of other low income families who would be eligible has not been determined. In Greenwood School District, which includes better than three-fourths of the county population, a survey made in May 1967 showed 927 families with an annual income of less than $3,000 per family.

This survey also showed that those families had a total of 3,407 children between the ages of five and 17 years. Some of these families are receiving public welfare assistance under the aid to dependent children program.

Gov. Robert E. McNair has asked for $550,000 to administer the federal food stamp program over the state. That amount is in the state appropriation bill which has passed the House and been sent to the Senate.

Governor McNair said the program would aid 225,000 people in low income families with $20 million added to the state's economy as well as $600,000 in sales tax revenue.

The program is coordinated by the U.S. Department of Agriculture's Consumer Marketing Service and the Department of Public Welfare.

At present, counties have to request participation in the program and provide the funds for administration. The request would be made by the Legislative Delegation, according to Miss Nellie Byrd, Greenwood Welfare Department director.

Miss Byrd says there has been no study by the welfare staff of the food stamp program and its requirements.

She comments that welfare cases in Greenwood County "are steadily declining with full employment, Social Security and retirement programs for those over the employable age."

Of the persons on the rolls in January, 429 got old age assistance, 313 aid to dependent children, 32 aid to the blind, 134 permanently disabled and nine general assistance.

"We don't have able-bodied people getting assistance in South Carolina. Our regulations don't allow it," Miss Byrd says. The only exception, she points out, would be mothers of small children.

Editorial Page

Grwd

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R. FRANK MUNDY
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W. W. WILSON
Sec.-Treas., Advertising Director

J. E. CHAFFIN,
Editor, Vice President

H. L. WATSON—1876-1956 J. S. BAILEY—1883-1935 ARTHUR LEE—1886-1960

COUNTY FACES SERIOUS CHALLENGE

The Greenwood County Finance Board, as the governing body of the county, was faced this week with a request that the county issue revenue bonds to finance construction of an industrial plant here.

It refused the request, at the same time welcoming the company should it decide to come into the county and construct its plant through normal financing procedures.

There was a time element involved, since the U.S. Treasury has announced that it will deny tax exemption for interest on such bonds issued after March 15.

The time element was one consideration in the decision, since "It would be impossible to present these matters in such a short time and secure approval and otherwise provide for the financing."

The act passed last year authorizing sale of industrial bonds by counties requires that the governing body of the county petition the State Budget and Control Board for approval. This State Board must "as soon as practicable, make such independent investigation as it deems advisable." If it approves, the county then "may proceed with the acquisition and financing of the project," the project in this case meaning the industrial plant.

But the State Board is required to publish its approval at least once in a newspaper circulating in the county. It also provides that within 20 days after such pullication, any interested party may challenge the validity of such approval in the circuit court.

The Finance Board asked the Industrial Committee of the Chamber of Commerce for advice, and this committee advised against issuing the bonds on the grounds of a critically short supply of labor and housing. In a second meeting it re-

is nothing in sight that would remedy it.

It presents the community with a serious challenge, because if representatives of local industry say that the labor supply is critical, their statements must be accepted in good faith. Their record in this respect is good. Local industry has joined actively and vigorously in the past in persuading new companies to locate here. They have accepted new tax burdens to that end without question.

That being so, what is to be done about it?

Programs to upgrade people for jobs, or for better jobs, are being conducted, but we are told that the possibilities here are limited. Efforts to bring in new people have not been successful, and the lack of adequate housing seems to be a factor in this failure.

Delays have been encountered in federally-financed housing programs, and no private builder has yet attempted a building program on the scale that seems to be needed.

There has been talk, and some proposals, for expansion of water and sewerage services into new areas of the county. Would that help in this connection? It would seem so.

But the question remains of how the challenge is to be met. The problem is here. It has been here for some time, and the decision this week only dramatizes it as never before. It is here, and it seems to be getting worse, not better.

It is a challenge that deserves top priority in local thinking and local action if, indeed, the door is not to be closed against new plants, or even further expansion of those already here.

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C. Of C. Week Set March 24-30

3/19/68

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The week of March 24-30 will be Chamber of Commerce Week in Greenwood and across the nation, according to Thomas C. Berry, chairman of the public relations committee of the Greenwood County Chamber of Commerce.

Berry reported to the Chamber board of directors yesterday afternoon that Chamber of Commerce Week will be sponsored by his committee locally and by the American Chamber of Commerce Executives nationwide.

Leland Stoddard, chairman of the membership committee, reported his committee would conduct a membership drive in connection with Chamber of Commerce Week.

The directors also approved sponsorship of a customer relations and sales convention to be conducted by Frank A. Patterson Jr., Motivational Concepts, Inc., Charlottesville, Va. His representative will be in Greenwood within a few days to make plans for the convention and start taking reservations.

In other action the board approved the action of the industrial development committee last week in declining to endorse the issuance of industrial revenue bonds by Greenwood County to build a box factory.

Thomas Swift, chairman of the civic affairs committee, reported that his committee is working with the county board of registration to issue voter registration certificates at various churches and civic clubs in and around Greenwood.

Lewis C. Harrison, chairman of the state and national affairs committee, reported his committee plans to sponsor Free Enterprise Day in Greenwood March 27. Eight industries are cooperating to play host to 236 seniors from Greenwood High School. Harrison said he hopes this would be a forerunner to a bigger event after the committee gains some experience in this directior

NAACP Chapter Officers

Officers installed at last night's meeting of the Greenwood chapter of the NAACP are, left to right, Joe Lewis Norman, treasurer; Mrs. Neomi Lindsey, assistant secretary; Dr. J. A. Miller, president; the Rev. M. V. Norman, chaplain; Miss Izetta Holmes, secretary; Alonzo Carter, second vice president; and James Brown, first vice president. (Index-Journal photo by Danny McNeill)

NAACP Installs Officers; Hears Rev. Holman Speak

By DANNY McNEILL
Index-Journal Reporter

The Greenwood branch of the National Association for the Advancement of Colored People became an official body last night as officers were installed.

The Rev. A. W. Holman, President of the South Carolina Conference of Branches of the NAACP, installed the officers after making a few remarks to a crowd of about 200 persons at Macedonia Baptist Church.

Dr. J. A. Miller was installed as president and James Brown was installed as first vice president. Other officers are second vice president, Alonzo Carter; secretary, Miss Izetta Holmes; assistant secretary, Mrs. Neomi Lindsey; treasurer, Joe Lewis Norman and chaplain, the Rev. M. V. Norman.

"We are glad to see you in Greenwood County catch fire," Mr. Holman said. "Greenwood is one of the last two counties in the state to join the NAACP movement."

He complimented the group for selecting the NAACP as its civil rights organization and praised its membership drive. He stressed the need for a strong branch president and described Dr. Miller as a person capable of managing the office.

He urged NAACP members to support the local organization "especially when it goes downtown to negotiate with the white power structure."

"The NAACP program is not one of burning the downtown area," Mr. Holman said. "Our program consists of registering and undermining segregation from the courthouse."

"Many of the problems you have encountered in this county can be solved at the ballot-box," he said. In dealing with local white officials, he suggested Greenwood Negroes choose their own leaders rather than have "certain people" chosen for them.

"There is still a lot of unrest in Orangeburg because the ills which exploded just a month ago have not been corrected," he said. "Students at S.C. State College in Orangeburg are now cooling off and giving the governor time to act on their requests. However, they will not give him forever."

Those attending the meeting were given an opportunity to join the organization following the program. Persons who had been registered to vote in the past were given re-registration forms to fill out.

11 Inducted Into Brewer Honor Society

Eleven junior class girls at Brewer High were inducted into the B. E. Mays Chapter of the National Honor Society during ceremonies last night at regular monthly meeting of the PTA. Included in the group were Shirley Chiles, Gwendolyn Wiggleton, Patricia Harrison, Linda D. Forrest, Pernola

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GREENVILLE S C 29602

Ware Shoals Will Eliminate Dual School System

WARE SHOALS — Ware Shoals School District 51 will eliminate the dual school system next fall in a reorganization plan approved by the board of trustees.

All school facilities are involved in the reorganization, which will involve all pupils and teachers.

School Superintendent T. W. McElwee said grades 1-4 will attend Ware Shoals Elementary School. Grades 5-6 will attend Camak Elementary School. Grades 7-8 will attend Emma Maddox School and grades 9-12 will be housed in Ware Shoals High School.

McELWEE SAID the demands of federal regulation and state standards necessitated the school reorganization.

"It is becoming more evident that our district cannot maintain uniform standards or operate efficiently where numbers of pupils are unequally distributed in the facilities we have," explained McElwee.

He said trustees, parents and students have been informed of the needs for the move.

ALL SCHOOLS WILL NEED modifications to accommodate the rearrangement, McElwee indicated. Emma Maddox School will undergo complete renovation and modernization to meet the needs of junior high students.

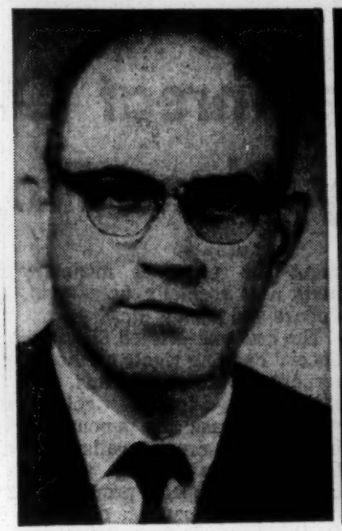
District 51 currently has 1,253 white students and 321 Negro students.

Under the reorganization, Ware Shoals Elementary will have 454 white and 108 Negro students. Camak School will house 204 white and 53 Negro pupils. Emma Maddox will have 208 white and 57 Negro students and Ware Shoals High will have 343 white and 104 Negro students.

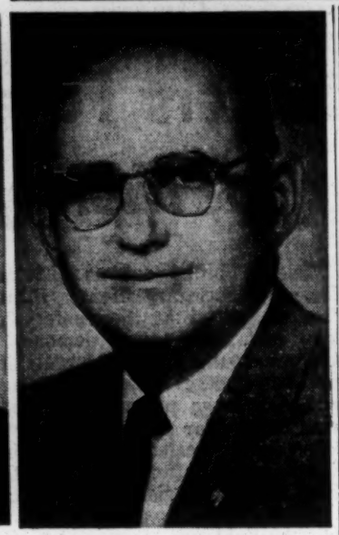
McElwee pointed out that students at all schools will enjoy equal facilities. School bus service will be expanded to accommodate the needs of all pupils within state regulations.

"WE ARE AWARE that compliance with federal regulations has been deferred up to the present time," he said.

"With this plan, however, we will have met all requirements from both state and federal sources, and we can devote all our efforts in operating our schools at a high level of quality and efficiency," said McElwee, indicating that the District will now be assured of continued federal assistance.



ROBERT A. LINER



ABNER P. STOCKMAN

County Bank Names Two New Directors

Robert A. Liner and Abner P. Stockman were elected members of the board of directors of The County Bank at a special stockholders meeting Thursday.

President G. B. Harvley said, "It is a pleasure to welcome these two distinguished Greenwood men to The County Bank Board. Both are outstanding examples of Greenwood citizens who have done so much to make Greenwood the community which it is. Each is a native of Greenwood with a deep understanding of the problems and needs of our area. With the additional benefit of their counsel and advice, The County Bank will be in an even better position to render service to the Greenwood community such as only a locally owned and managed bank can render."

Son of Mr. and Mrs. O. F. Liner of Greenwood, Robert A. Liner attended Greenwood schools and was graduated from Clemson University in 1943 with a Bachelor of Science degree in Textile Engineering. He was separated as a 1st Lt. from the U.S. Army in 1946 after serving 18 months in the European Theater of Operations with the 2nd Armored Divison. Employed orignally at Greenwood Mills in 1940, he presently serves this organization as vice president and a member of its Board of Directors.

Liner has long been active in the business, religious and civic affairs of this community. He is a former member of the board of governors of the Southern Textile Association, past director and president of Greenwood YMCA, member of the Piedmont Technical Education Commission from Greenwood County, assistant district commissioner of Blue Ridge Council of the Boy Scouts, a member of the Kiwanis Club and the Chamber of Commerce.

Liner is a member and has served as a deacon of the First Presbyterian Church. He is married to the former Helen Switzer and they have five children.

Stockman, son of Jacob P. and Ellen Dominick Stockman, is also a native of Greenwood. He attended Greenwood public schools and graduated from Wofford College in 1931. Stockman is married to the former Mary Elizabeth Hilton. He is the father of two children, A. Pierce Jr. and Betsy (Mrs. William F. Darby Jr.). Both children are also residents of Greenwood.

Stockman has been in the fuel business in Greenwood for many years. He presently is president of Stockman Oil Co. He is a member of Main Street Methodist Church and is a member and past chairman of its Official Board. Also a member of the South Carolina Methodist Conference Board for Hospitals and Homes, he is currently a local leader in the establishing of the Greenwood Methodist Home. In addition, Stockman is a former president of the Greenwood Lions Club. He has also lent his time and resources to the establishment and continuance of Faith Home and the local chapter of Alcoholics Anonymous.

MASONIC CALENDAR

MARCH 30
Joppa Lodge 387, MM degree, 7:30 p.m.

APRIL 1
Greenwood Lodge 91, regular meeting, 7:30 p.m.
Clinton Lodge No. 3, regular meeting, 7:30 p.m.

APRIL 2
Eureka Lodge No. 47, Ninety Six, regular meeting 7:30 p.m.

APRIL 4
Joppa Lodge 387, regular meeting, 7:30 p.m.

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(Last Page) Grwd

BUSINESS IS BOOMING AT MONSANTO

We need additional men and women in our Manufacturing Department immediately to help us meet our production requirements.

Join a company that offers you a good starting salary, excellent benefits and job security. See the folks at Monsanto's Greenwood Plant today.
You will be glad you did.

Monsanto
COMPANY

AN EQUAL OPPORTUNITY EMPLOYER

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Employment Up Slightly In Greenwood County

Employment in 74 of the larger businesses and industries of Greenwood County rose slightly between December and February.

Mrs. Louise W. Wicker, manager of the Greenwood office of the S.C. Employment Security Commission, said 16,159 persons were employed in February in the county. This was 102 more than the 16,057 employed in December and 15,586 employed in February 1967.

Manufacturing employment in 34 plants increased by 528 from February 1967 to February 1968, despite scattered lay - offs in some plants.

Textile employment has remained constant, while apparel industry employment has dropped 300 from last year because of recent temporary lay-offs in one of the larger establishments.

Foundry and machine shop employment declined about 200 over the same period. Other manufacturing employment increased from February to February by 919 from 3,159 to 4,078.

Employment in 40 reporting establishments in nonmanufacturing industries was 2,155 in February 1968 compared with 2,114 in December 1967 and 2,079 one year ago. Twenty establishments in wholesale and retail trade reported an increase of approximately 125 during the year while employment in other establishments in nonmanufacturing remained fairly stable.

The demand for well qualified experienced workers is greater than the supply in many occupations. Trainees are needed in most of the manufacturing plants. The supply of sewig machine operators, as well as some other occupations in the apparel manufacturing industry, is greater than the demand at present due to recent temporary layoffs in this industry. However, it is expected that these workers will be recalled in the near future.

New applications for work were filed with the local office by 153 persons during the month of February and 108 persons were placed on jobs.

During the mid-week of February 372 persons or 2.0 per cent of the workers in Greenwood County covered by the S.C. Employment Security Law were filing claims for benefits. During the mid-week of December 1967, 360 persons or 1.9 per cent of covered workers were filing claims. During the mid-week of February 1967, 222 persons or 1.2 per cent of covered workers were filing claims. The increase since February 1967 is due to recent temporary layoffs in apparel manufacturing.

Court

Crowd Index Jour 3/29/68, p. 9

County Buys 5 New Cars Through State

Five new cars, bought by Greenwood County through the state purchasing department, were received this week.

Base price for each of the fully-equipped Plymouths was $2,163.48, Jones Buchanan, county purchasing agent, reports. They are Fury III models.

Half the cost of three cars was paid by Greenwood Mills as they will be used by constables on duty in mill communities.

One new car will be assigned to Buchanan and the other to George Galphin Jr., county tax collector. Their former cars will be assigned to the tax mapping office and to Deputy Sam Benson in charge of the landfill disposal program.

Another new car, a Plymouth Belvedere, was purchased for Supervisor Henry S. Carter for $1,839.05.

Two new Fords are on order for the sheriff's department with delivery expected in a few weeks, Buchanan said.

Public sale of several of the older cars will be set up when all the new ones are received, Buchanan said.

He says purchases through the state agency resulted in savings of about $10,000 for the county. The state buys the cars through bids.

Citizen Gets Court Order

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Ware Shoals Trustees Told To 'Open' Minutes

A Ware Shoals businessman has obtained a court order instructing District 51 school trustees to allow him to see minutes of meetings of the trustees.

The court order was signed by Judge Francis Nicholson for Charles Gasque and delivered by Chief of Police W. N. McAlister to five members of the board of trustees.

Gasque told The Index-Journal this morning he obtained the court order after T. W. McElwee, district superintendent, declined to let him read the minutes.

Gasque also said that Howard Drake, chairman of the board of trustees, told him at one time he could not read the minutes.

Gasque said that the superintendent along with the board chairman "stalled" from Saturday until Tuesday, giving them time to alter the minutes, and he felt it was his right as a citizen to demand to see the minutes of the board meetings.

The Ware Shoals businessman declined to give a particular reason for wanting to see the minutes. "I do not think I have to have a reason," he said, "I am just standing up for my rights as a citizen. I do not want to cause any trouble. I have never interfered and do not have any wish to interfere with the operations of schools. I am not concerned with anything I should not be concerned about — discipline, or personalities and anything of that sort which is the responsibility of the board."

Gasque said, "I am demanding just a few rights that a citizen has left. I am not seeking publicity but I am going to have my rights and I believe school business and minutes of meetings are public records."

Gasque said he has never had any trouble dealing with school officials before and has not had any trouble until now finding out anything he wanted to know.

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Board Says Has No Objection To Residents Seeing Records

The Ware Shoals board of trustees has never objected to opening its records to any resident of the district, its chairman said this morning, and does not have any such objection now.

The only provision is that no confidential or privileged information be disclosed that might harm some individual, the chairman, Howard Drake, explained.

The board has communicated this to the court, he said, and the court has instructed that a revised order be drawn providing that a viewing of the records could be had, provided that it be under the control of the board and that no confidential or privileged information be disclosed.

The court order served on Thursday of this week ordered the board to allow Charles Gasque to see the records, with the right in the board to contest the matter within four days of the date of the service. The board is not contesting it, Drake said, except for the provision set out above.

Drake gave this sequence of events which led up to the issuance of the court order:

"On Saturday afternoon, March 23, 1968, Mr. Charles Gasque demanded the minutes of the board of trustees from the superintendent of schools, and wanted them that afternoon, or he would get a court order.

"I was in Atlanta at the time, and upon my return that evening I found out about the request of Mr. Gasque.

"On Sunday morning early I called Mr. Gasque. He advised me that he had tried to get the minutes from the superintendent. I told him that the records were records of the board of trustees and the superintendent did not have authority to turn them over to anybody.

"We had some conversation between us on Sunday and Monday. The result was that I advised him that the best thing to do was to have a meeting of the board of trustees on Monday night, March 25, and we would be glad to discuss any matter with him and show him the records, except that no disclosure would be made concerning any confidential or privileged matter that might affect any person or persons.

"This meeting was held, but Mr. Gasque was not present.

"On Thursday, March 28, I was served with a court order dated March 26, ordering the board to allow him to inspect the records, with the board having the right to contest the matter within four days of the date of service."

"We do not contest the order," Drake said, "except that we do not want to disclose any confidential or privileged information that might affect some person. The board has communicated this to the court, and the court has instructed that a revised order be made providing that a viewing of the records could be had except for confidential or privileged matters, and that it be under the control of the board.

"The board has always been, and is now, willing for any resident of the district to see the records in the presence of the board at any reasonable time, except for the part that would be confidential or privileged."

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Court Order To See Minutes

County Board Decides Not To Become Involved In Ware Shoals' 'Problem'

By TOM LOLLIS
Index-Journal Reporter

The Greenwood County Board of Education decided Monday night not to get involved in the debate over public viewing of Ware Shoals District 51 school board of trustees minutes.

Charles Gasque, a Ware Shoals businessman, obtained last week a court order calling for the Ware Shoals board to allow him to see the minutes of a board meeting. A revised order is being prepared to allow Gasque to see all the minutes except what is privileged or confidential.

Clayto Roberts, board member, asked the board whether they should seek an explanation of the situation.

Board Chairman John Bowen said he would rather not get involved, preferring to let the Ware Shoals board work out its own problems.

Roberts decided not to ask the County Board of Education to seek further information and no action was taken.

W. R. Dunn, executive secretary to the board, reported that the terms of four members of the nine-member Library Board will expire May 1. The members are W. L. Bross, Edgar W. Davis Jr., Mrs. Charles Washington and J. E. Chaffin.

Library Board members are appointed by the County Board of Education for three-year terms.

J. L. Parks, Board of Education member, requested an executive session at the end of the meeting "for purposes of information."

Jury List Drawn For Court Term

Court of General Sessions will convene in Greenwood April 8 with the following list of petit jurors drawn for the week's term:

Mrs. W. P. Hall, Estelle Spearman, Cora B. Welton, Lawton Timmerman, Mrs. Adger Long, George L. Dickson, James M. Glenn, Mrs. Bonnie Thompson, David Boyd, Belle B. Bell, John B. Brunson, Herman J. Bagwell, Bobby Brewer, E. I. Neal, J. C. Matthews Jr., Marion C. Courtney, James E. Armstrong, Virginia G. Williams, John W. Akins, Mary G. Strickland and William P. Bosdell, all of Greenwood.

Also, Ruby B. Flowe, Edgemere, Douglas A. Hayes and Mrs. M. L. Sanders, Blakedale; James W. Thomson, Laurel Hill; Marcia Todd Wood, Fairforest; Ronald E. Barnette, George B. Wells, Boyd L. McCraw and Mrs. Horace Barnette, all of Harris.

Also, Sara Lee Bryant and Helen M. Alverson, Rt. 3; Mrs. Marion Davis and Russell Williams, Rt. 4; John B. Nicholson, Melvin L. Foshee and Richard Lee Holder, Rt. 5.

Also, J. A. Reames, Callison; Mary J. Austin and Mrs. Rufus Shelkoff, Ninety Six; Ronald Morris, Helen B. Mills, Charles L. Grant, Mrs. Graham Bryan, J. B. Butler and L. M. Price, RFD, Ninety Six.

PC Students Elect Officers

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One-Man, One-Vote Extension

Court Ruling Won't Affect Most S.C. Local Government Bodies

COLUMBIA (AP) — The effect of the U.S. Supreme Court's extension of the one-man, one-vote principle to city and county government apparently will have only a spotty effect in South Carolina.

Some city councils are based on ward representation and ward sizes vary, but most councils are made up of men elected at large.

Some county commissioners are chosen to represent districts of disparate sizes, and so are some school boards.

But for most city, township, district and county bodies, there apparently will be no effect, as requirements of the decision are met by existing conditions.

Executive Secretary James Caldwell of the South Carolina Municipal Association predicted compliance without much difficulty.

Florence Mayor David McLeod welcomed the court's Monday decision for the Florence County Council. His city of 30,000 population has two seats on the council, while one county district of 2,000 population has one seat on the county council.

McLeod appeared pleased with the decision and said happily:

"You can't argue with the one-man, one-vote principal—it's democratic!" He anticipates a revision to give his city equal representation on the county group.

Among cities with councils based on wards that may have to be adjusted are Greenville, Charleston, Anderson, Gaffney and Newberry.

South Carolina Atty. Gen. Daniel McLeod declined to speculate on how soon changes will have to be made to meet the decision's requirements.

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May Meet Court Requirements

City Council Members Are Elected Citywide

By MARGARET WATSON
Index-Journal Reporter

Elected officials of the City of Greenwood — mayor, aldermen, commissioners of public works — are chosen by all the voters without regard to district or ward lines.

The newest U.S. Supreme Court ruling, extended the "one-man one-vote" rule to local government in a Texas case.

WHAT AFFECT, if any, the court decision may have on local government elections cannot be determined until the full ruling is available to lawyers and officials.

Also, J. A. Reames, Callison; Mary J. Austin and Mrs. Rufus Shelkoff, Ninety Six; Ronald Morris, Helen B. Mills, Charles L. Grant, Mrs. Graham Bryan, J. B. Butler and L. M. Price, RFD, Ninety Six.

PC Students [illegible] Officers [illegible]overnment

[illegible] — George Richard [illegible]ount Pleasant is the [illegible]ed president of the [illegible]n College Student [illegible]t Association, and [illegible]ween of Greenville [illegible] Organization of Wom[illegible]s.

[illegible]ng juniors, they were [illegible] recent campus elec[illegible]hoose the student gov[illegible]rganizations for the [illegible]ear at PC. Query suc[illegible]avid Berry of Union, [illegible]iss McSween replaces [illegible]arrop of Atlanta.

[illegible] SGA officers named to [illegible]with Query were: John [illegible]r of Virginia Beach, Va., [illegible]resident; William A. Bry[illegible]., of Quincy, Fla., secre[illegible] Ferdinand Jourdan of [illegible]er, treasurer; John Lown [illegible] Columbia, honor council [illegible]rman; and these class rep[illegible]ntatives:

[illegible]sing senior class — Jerry [illegible]kson of Hapeville, Ga.; and [illegible] Kirtland of Miami, Fla.; [illegible]ng junior class — Robert [illegible]hnston of Columbus, Ga., and [illegible]ncan McFadyen of Raeford, [illegible]C.; rising sophomore class—[illegible]iss Tommie Ellis of Green[illegible]ille and David Smith of Bruns[illegible]vick, Ga.

Serving with Miss McSween [illegible]as officers of the Organization [illegible]of Women Students will be: [illegible] Mary Bistline of Columbia and [illegible] Lucy Garrett of Fountain Inn, vice presidents in charge of the two women's dormitories; Kathi Williams of Montgomery, Ala., secretary; and Elizabeth Myers of Orlando, Fla., treasurer.

The Women's Judicial Council will be led by Nancy Alexander of Smyrna, Ga., as chairman, with these girls serving as class representatives: rising senior class — Frances Wade and Karen Weaver, both of Decatur, Ga.; rising junior class—Peggy Ellison of Greenville and Lena Strickland of Atlanta; and rising sophomore class — Mary Elysia Greenlee of Marietta, Ga.; and Diana Rice of Williston.

FORMER SOLDIERS SENTENCED

CHARLESTON (AP) — Four-month sentences have been given two former soldiers pleading guilty to bringing marijuana into the country.

Buddy L. Key, 21, of Arkansas and Jerry L. Edwards, 24, of Missouri were also placed on probation for two years in lieu of two-year sentences in Federal District Court Monday.

Testimony said the two were arrested at Ft. Jackson near Columbia after a customs inspector reported finding quantities of marijuana in their personal effects at Charleston Air Force Base Feb. 11.

They had come from the Panama Canal Zone.

City Council Members Are Elected Citywide

By MARGARET WATSON
Index-Journal Reporter

Elected officials of the City of Greenwood — mayor, aldermen, commissioners of public works — are chosen by all the voters without regard to district or ward lines.

The newest U.S. Supreme Court ruling, extended the "one-man one-vote" rule to local government in a Texas case.

WHAT AFFECT, if any, the court decision may have on local government elections cannot be determined until the full ruling is available to lawyers and officials.

The City of Greenwood has six wards, each with a resident alderman on City Council. Aldermen are elected, however, on a citywide basis.

Boundaries of wards were revised about three years ago to make them more nearly equal in area and registered voter population.

THE NUMBER of registered voters by wards, as of two months ago, was: One 1,325, Two 1,223, Three 1,428, Four 1,346, Five 1,135 and Six 1,428.

Monday's ruling applies directly only to the case before the Supreme Court. It was from Midland County, Texas, where the governing Commissioners Court is elected under a four - district system in which about 95 per cent of the population, the people of Midland City, are all in one district with one commissioner.

THE COURT held that the people in Midland City were thus deprived of equal representation in that local governing body.

This decision would provide the basis for court action by voters in other places who may feel that they are discriminated against by local district systems.

Prison Officials Seek Monday Riot Causes

COLUMBIA (AP) — State prison officials today continued their efforts to track down the origin of a mess hall disturbance at the South Carolina Penitentiary that injured six guards and put 15 prisoners in special confinement quarters.

Two tables and some chairs were overturned and some windows were broken when two men started a disturbance, prison officials said. Thirteen others joined in and the evening meal was disrupted for most of the 500 men in the hall.

Six guards were on duty. One required medical aid for a swollen eye and a head cut, and another was hospitalized for observation for head bruises.

A small amount of tear gas was used when about a dozen prisoners gave trouble as the men were being herded from the hall back to their cells.

Prisoners who missed their meal were fed later in their cells.

Registration Board Gets New Members

R. F. Readett and Joe Ligon are new members of the County Board of Registration, succeeding E. H. Bowers whose term expired at the end of March, and Walter Anderson who resigned a few months ago.

Mrs. Lucille Holmes remains as the third member of the board.

Readett has been serving as a deputy registrar since the board began daily sessions last fall. Ligon began his duties this week.

Bowers had been on the County Registration Board since 1954 and chairman since 1958. He previously has been city registrar for nine years before that.

He has seen county voter registration nearly tripled in his time on the board, and the record keeping become nearly a full-time job.

Bowers, nearing 90, is considered a local authority on registration and election laws and procedures.

The three board members will choose their new chairman when commissions for the new members are received from the governor. Appointments have been made, but the official documents have not arrived.

Anderson also had been a longtime board member and resigned because of ill health.

★ ★ ★ ★

Stock Sale

Greenwood Stock Yards, Inc., which holds a sale each Monday at 1 p.m. at its local tion on Highway 25 south of Greenwood, reports the following prices from the sale of April 1:

Hogs — tops, $17.50; shoats, $15.50 to $16; sows, $13 to $13.50; pigs by head, $8 to $12.

Cattle — choice veal calves, $36 to $39.75; good veal calves, $33 to $36; medium veal calves, $28 to $33; other veal calves, $28 down; best baby beef, $25 to $28.25; good baby beef, $23 to $25; other baby beef, $23 down; best fat cows, $17 to $20.40; canners and cutters, $14 to $17; culls, $14 down; good butcher bulls, 21.58 to $22; good stocker steers (400 lbs. up), $25 to $27; good stocker steers (400 lbs. down), $27 to $30.50; good cows with calves by side, $150 to $225; stock cows and springers, $100 to $185.

The market was reported strong on all grades.

★ ★ ★ ★

Ministers Tour Greenwood Mills

Greenwood Mills was host to members of the Greenwood Christian Ministers Association today.

The group met this morning at Mathews Community Center for discussions with company officials, and several groups took the optional tours of Durst Plant, the data processing center and the training center during the afternoon.

Luncheon entertainment for the ministers was provided by the Lander College Lyrikers.

Urges $7 Million Raid

Senate Finance [illegible] Into S.C. Reser[illegible]

COLUMBIA (AP) — The Senate Finance Committee is apparently prepared to dip into South Carolina's general reserve fund despite Gov. Robert McNair's pleas to leave it alone.

The House heeded the governor's advice in passing the 1968-69 General Appropriations Bill several weeks ago.

The Finance Committ[illegible] portedly will present [illegible] Senate Wednesday a bi[illegible] calls for a $7 million ra[illegible] reserve fund. In eff[illegible] would reduce the res[illegible] to an estimated $6 mil[illegible] fiscal year.

THE INDEX-JOURNAL
TUESDAY, APRIL 9, 1968 GREENWOOD, S. C. PAGE 9

Vocational School Operation Provided In Delegation Bill

The new vocational school which will go into use this fall will be operated and supervised by the board of trustees of Greenwood School District 50, with the advice and assistance of a seven-member board from all three districts in the county.

A delegation bill providing for its operation was introduced in the legislature today.

The seven-member board to assist and advise in establishing policies concerning admissions and operations will be composed of the superintendents of the three school districts, the executive secretary of the county board of education and one representative from each of the three districts designated by the boards of trustees.

The district representatives will be named for two-year terms. The seven-member committee will name its own chairman.

Operation of the facility will be primarily financed by funds allotted from state and federal sources, the bill sets out, but if necessary, tuition may be charged for attendance at the facility.

The new facility is nearing completion on Airport Road about six-tenths of a mile from the site of the new high school. Construction funds are from a $250,000 federal grant, matched by the county. G. E. Moore Co. is the contractor. The building should be completed in about a month.

A seven-member committee is charged with its construction, consisting of the three district superintendents, the executive secretary of the county board of education, the chairman of the District 50 board of trustees, the county engineer and one outside member.

The building will be equipped with federal, state and local funds. It will be staffed by the state, with some local assistance.

Two class periods will be held, one from 9 a.m. to 11:30, the other from noon to 2:30 p.m. Students will be enrolled in their own high school and take their academic work there. They will be brought to the facility in buses for vocational training.

As of now seven courses are planned. They include auto mechanics, key punch (IBM), food services, practical health occupations, commercial sewing and clothing design, machine shop and electricity. Other courses, including building construction and small motor mechanics, may be added.

Parties Fete Miss Gregory

A party March 13 at Mathews Methodist Church complimented Miss Myra Belle Gregory who will be married April 27 to James T. Ballard.

The choir of the church entertained Miss Gregory and presented her with an electric frying pan as a gift.

SHOWER

Forty guests attended a miscellaneous shower in her honor March 30.

Mrs. Gladys Mason, Mrs. F. T. Hurt, Mrs. Emory Bailey, Mrs. John W. Cox, Mrs. Cecil Covil, Mrs. Ray Gilden, Mrs. O. O. Langston, Mrs. Margaret Hollingsworth, Mrs. Eb Caston, Miss Mae Daniel and Miss Edna McKee were hostesses in the social hall of Mathews Methodist Church.

Yellow snapdragons and white chrysanthemums decorated the refreshment table.

Miss Dedee Gregory of Columbia was an out - of - town guest.

Miss Gregory received a white chrysanthemum corsage and a silver tray from the hostesses.

Personals

MRS. EVELYN HORNE is a patient in Room 217 East, Self Memorial Hospital.

Monsanto's

Greenwood Nylon Plant

has an immediate opening

for a

REGISTERED NURSE

Excellent Starting Salary, Benefits and Working Conditions.

Contact the plant employment office between the hours of 8 a.m. and 4:30 p.m. Monday through Friday.

Monsanto

COMPANY

An Equal Opportunity Employer

4-13-68

Greenwood

Grwd Index-Jour 4/13/68 P8

Riegel Profits Were Down, Now Seem On The Upswing

The unaudited consolidated earnings of Riegel Textile Corp. and subsidiaries were announced today.

Net sales for the 13.week period ending March 30 were $39,-473,000 as compared with $39,-289,000 for the same period last year. For the 26-week period ending March 30, net sales were $81,770,000 as compared with $79,725,000 for the same period last year.

Net profit before income taxes for the first quarter of this year was $1,814,000. This compares with $3,893,000 for the first quarter of 1967. For the 26-week period ending March 30, 1968, net profit before income taxes was $4,660,000. For the 26 weeks ending April 1, 1967, it was $8,463,000.

Provision for income taxes for the first quarter was, first quarter this year, $785,000; last year, $1,920,000. The income tax provision for the 26-week period ending March 30, 1968, was $2,-120,000; for the same period last year, $4,245,000.

Net income: first quarter this year, $1,029,000; last year, $1,-973,000. Net income for six months ending March 30, 1968, was $2,540,000; same period last year, $4,218.

Earnings per share of common stock for the same four periods of time, respectively, are $0.41, $0.78, $1.01 and $1.67. This was based upon the average number of shares outstanding during these periods. These, respectively, are $2,514,432; $2,-508,699; $2,513,170 and $2,506,-472.

The downward trend of profits which started in the latter half of the 1967 fiscal year continued through January and February of 1968. There was some improvement in profits in March.

"The new yarn mill at Alto, Ga., which supplies yarn for our LaFrance Industries Division, came fully on stream during this last quarter," a company spokesman said. He continued, "We also completed the staffing and startup of the plant in leased premises at Lexington, S.C., into which we have moved the cutting and sewing operations of the recently acquired Startex lines of our Consumer Products Division. The Flushable Products Division at Aiken, S.C., has been training operators and is currently starting up production for test marketing of sanitary napkins later this year."

On March 6, 1968, the company sold through underwriters $15,000,000 principal amount of five per cent convertible subordinated debentures due March 1, 1993. The debentures are convertible into common stock at $43.50 per share subject to adjustment under certain circumstances. The net proceeds were used to reduce short-term debt.

AMONG CASUALTIES

WASHINGTON (AP) — Twi North Carolina soldiers were included on a list of 49 Vietnam war casualties identified by the Pentagon Friday.

They were Platoon Sgt. Jose Brenes - Escobar, husband of Mrs. Sandra L. Brenes of Fayetteville; and Pfc. Gregory L. Littlejohn, son of Mr. Major Littlejohn of Winston-Salem.

Grwd Cs

Community Relations Group To Be Expanded

The community relations committee of the Greenwood Chamber of Commerce will be increased from 9 to 15 members under action taken by the board of directors yesterday afternoon.

Two of the six new committee members will be the presidents of the student bodies at Greenwood and Brewer High schools.

The Rev. John Murdoch, committee chairman, submitted the recommendation for enlargement of the committee. He said the committee members felt with growing responsibilities, the committee could function better with sub-committees and the increased membership would make sub-committee more feasible. He also said the committee felt there was a need for a broader representation of the community.

The community relations committee was established by the Chamber board of directors in 1963 as a means of communication for "the leadership of both races (to) discuss fully their problems and attempt to arrive at the best possible solution for all concerned."

The committee has functioned for nearly five years with five White and four Negro members. The committee to be newly organized will have eight White and seven Negro members.

The Chamber directors also heard progress reports from the several committees on projects approved in the 1968 program of work earlier in the year.

The State and National Affairs Committee wae given the go-ahead to prepare legislative popular opinion questionnaire. The questionnaire is to be submitted to the board at the May meeting for final consideration.

Lewis Harrison, committee chairman, said work on the questionnaire would begin at a committee meeting today.

Bodies Of 3 Children, 2 Adults Found

FRESNO, Calif. (AP) — The bodies of three children and two adults were found early today in a house partially destroyed by fire.

Police said it appeared one child was strangled and said another had a plastic bag over its head. There was no indication how the third child died, officers said.

A woman, who police said apparently was the children's mother, had a head wound. The man burned to death, they said.

A woman noticed fire in the house and turned in an alarm.

Further details were not immediately available.

Grwd

EEOC is suing Monsanto.

Per S.F.
H. F.
Smith
4/8/18

4-17-68

any time.

Grand Jct 4/17/68 P. 4

Grand

Enlarged

In its own quiet way the Greenwood Community Relations Committee of the Chamber of Commerce has been an effective force for good racial relations here.

It is unfortunate that good works by such an agency seldom can be publicized, while outbreaks of violence get prompt attention. But its work would be severely hindered by publicity, and it has been allowed to work in its own manner.

Now the committee will be enlarged to give broader representation. It seems particularly fitting that student body presidents of Greenwood and Brewer High Schools will be members, since it is with the young that the future rests.

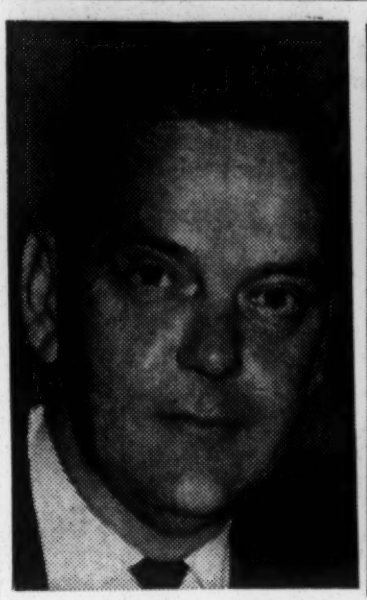
Cautious

Six years in Vietnam has brought

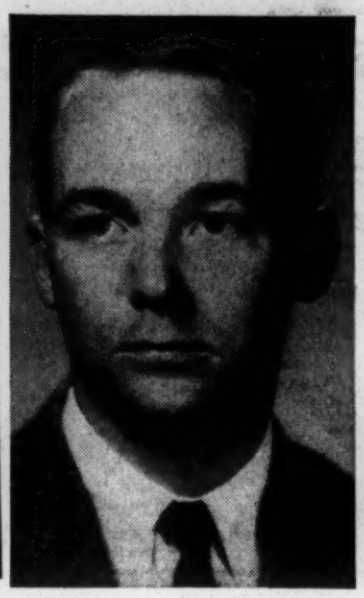
File Greenwood

THE INDEX-JOURNAL

MONDAY, APRIL 22, 1968 GREENWOOD, S. C. PAGE 9



KENNETH E. YOUNG



JAMES C. SELF JR.

JOHN W. DAVIS

note: Interlock
Gwd m
Gwd Motor Lines
Ark Valley Co.

Three Men Promoted By Greenwood Mills

Greenwood Mills' board of directors today announced the elevation of Kenneth E. Young to treasurer of the company, and the election of James C. Self Jr. to assistant treasurer.

John W. Davis was elected controller of the company, succeeding Young. President James C. Self made the announcement for the board.

Young had been controller since 1963. He joined Greenwood Mills in 1961, after having served two Charlotte, N.C. accounting firms as a senior accountant.

He is a native of Greensboro, N.C., a son of Raymond B. Young and the late Mrs. Young of Charlotte. He was graduated from the Mecklenburg County and Charlotte City Schools and received a degree in business administration and economics from Davidson College.

Married to the former Mary Hilliard of Charlotte, they have two children, Florence Mabrey and Christie Ann. He is active in Main Street Methodist Church here, is a member of Greenwood Kiwanis Club and a member of the board of directors of Greenwood Motor Lines, Alliance Warehouse Co. and the Arkansas Valley Compress and Warehouse Co. of Little Rock, Ark. He served three and a half years in the Navy during World War II.

Self, a son of Mr. and Mrs. James C. Self of Greenwood, has been employed by Greenwood Mills since 1966, serving as an industrial engineer and in the Systems and Programming department.

He was educated in the Greenwood schools, and has a degree in textile science from Clemson University and a master's degree in business administration from the University of South Carolina.

He is married to the former Linda Faye Coleman, daughter of Mr. and Mrs. Furman Coleman of Greenwood, and they have a son, James C. Self III. The family attends the First Baptist Church.

Self is an officer in the Greenwood Country Club, a member of the Loyal Order of Moose, and a member of the board of directors of Greenwood Mills, Greenwood Mills, Inc., Greenwood Motor Lines, and Ninety Six Manufacturing Co. He is an advisory board member of State Bank and Trust Co.

Davis is a native of Clinton, a son of Mr. and Mrs. John C. Davis of Mountville. He was educated in the Clinton schools and received a degree in commerce from Presbyterian College.

He was employed by Elliott Davis and Co. in 1957, and became a certified public accountant in 1962. He joined Greenwood Mills in 1965 as internal auditor.

Davis is married to the former Peggy Sease of Clinton, a daughter of Mrs. Margaret Flewellen and the late Thomas M. Sease. They have three children, John Thomas, Myrna Elise and Marsha Elaine. The family attends Immanuel Lutheran Church, where Davis has been active as a councilman, teacher and Brotherhood president.

He is a member of Greenwood Lions Club, Greenwood Country Club, the American Institute of Certified Public Accountants, the South Carolina Association of Certified Public Accountants and the Piedmont Area chapter of CPAs.

Davis serves on the board of directors of Arkansas Valley Compress and Warehouse Co. of Little Rock. He was a distinguished military graduate of Presbyterian College, and served on active duty in the Army from 1955 to 1957 in the European Theatre.

TEXTILES: EMPLOYMENT AND ADVANCEMENT FOR MINORITIES

COURTNEY SICELOFF
CHAIRMAN OF THE BOARD

MISS JEAN FAIRFAX, CHAIRMAN
FIELD COORDINATION COMMITTEE

TEAM
AN INTERAGENCY PROJECT TO PROMOTE EQUAL EMPLOYMENT IN THE TEXTILE INDUSTRY

MORDECAI C. JOHNSON
PROJECT DIRECTOR

P. O. Box 1015
22-A East Coffee Street
Greenville, South Carolina 29602
(803) 239-9877

April 24, 1968

Mr. Robert L. Granger, Director
Piedmont Technical Educational Center
Emerald Road
Greenwood, South Carolina

Dear Mr. Granger:

This is to thank you for participation in a panel on training, especially relating to textiles and to discuss the role of Piedmont TEC in providing textile and textile-related training at the Workshop for TEAM's Community Aides in Frogmore, S. C. during the weekend of April 19, 1968. You played a most helpful role in TEAM's efforts to increase the number of Negroes taking advantage of opportunities for textile related training and toward raising the levels of Negro employment in our State's most impOrtant industry. To that end, it is our hope that the relationship between ~~Greenwood~~ Piedmont TEC and TEAM will be a continuing and fruitful one and we are therefore sending a copy of this letter to our Aides in Greenwood County.

Sincerely yours,

Mordecai C. Johnson

cc: Rev. E. L. Cain, 151 Singleton Ave., Greenwood, S. C.
Rev. M. B. Norman, 216 Tompkins Ave., Greenwood, S. C.

MCJ/vt

APR 24 1968

Greenwood

Tbrg

Editorial Page

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R. FRANK MUNDY
President, Business Manager

W. W. WILSON
Sec. Treas., Advertising Director

J. E. CHAFFIN,
Editor, Vice President

H. L. WATSON—1876-1956 J. S. BAILEY—1883-1935 ARTHUR LEE—1886-1960

NEED FOR FURTHER TRAINING

"We have on the one hand jobs without people, and on the other, people without jobs. We are still trying to bridge this gap."

That statement from Governor McNair in his State of the State address in January, is another way of saying what R. L. Granger, director of the Piedmont Education Center, was saying in his article published yesterday.

It is a major, and a vexing, problem all over South Carolina, particularly acute in Greenwood County, as recent events have made clear.

Piedmont TEC is trying to do something about it, but admittedly what it is trying is experimental. Almost all such attempts are, because nobody really knows yet what the best answer is. TEC cannot do the job alone, in any event, because the root causes of the problem are deep and involve our whole society.

What is happening is that many young people are coming out of 12 years in the public schools without sufficient academic background to meet the requirements of industry, or, in some cases, even of being trained for jobs.

Whatever the complex background of the problem, it does point up the necessity for some post high school training for many students. This should be faced realistically, and programs to that end should be fashioned.

It is possible that the new vocational school in this county will make some contribution when it gets underway in September. It will be another in the tools that have to be used to keep young people in school and interest and motivate them in preparing for work.

Piedmont TEC last summer conducted what it called Pre-TEC, a course designed to elevate the academic level of young people who could come close to admission standards, but could not quite make the grade. Eighty persons entered the 10-week course, and 45 completed it, with some good results.

This same program will be carried on this summer, with about 60 persons admitted.

These programs are carried on through funds granted by the Office of Economic Opportunity.

Thirty-five persons are enrolled in what is called a Pre-Industrial training course, designed to help raise people who can't meet industrial standards to the point where they can be employed. This program is conducted with state funds.

Now Piedmont TEC is working up a program which it hopes OEO will finance. It would be more comprehensive, lasting nine months. Funds are being requested to train about 120 persons in academic and vocational skills so they can become employable.

A part-time work opportunity program, hopefully, will be part of this undertaking. Young people, who must have some money while they are learning, can work two hours a day, five days a week, for $1.65 an hour. They can be used in a variety of community activities, preferably in some field related to the courses they are taking.

Ten weeks are not sufficient to do the job. It can help, but in nine months of concentrated effort, with each student proceeding at his own pace, there should be some significant improvement.

Robert L. Snead, former high school principal in Abbeville County, is heading these programs as assistant director at Piedmont TEC.

They show a commendable willingness to experiment and remain flexible enough to adapt to conditions over the four-county area supporting Piedmont TEC.

Perhaps the most beneficial effect of all this is the recognition that this problem exists. Preliminary examinations indicate that many students come out of high school unable to enter the job market, without some further training. Those who can meet the standards generally go on to college, which means that few are going into the job market.

The problem is here. The depressing part is that we are not getting an infusion of enough new employables from among the spring high school graduates.

Conspiracy

The man believed to have been the murderer of Dr. Martin Luther King emerges as a man after money, and the prospect rises that some group in this country may have actually put a bounty on the head of the civil rights leader.

If this is so, and it could be, then there must have been a conspiracy to that end. And it would have been a conspiracy involving a good number of persons.

Again, assuming that somebody is lik

Wrong Business

One of our astronauts will missing.

Dr. Brian O'Leary says h tried it, and he just does flying.

He is definitely in business as an ast is presumed that to the moon he ing.

May 2, 1968

Rev. J. C. Williams, President
Anderson County Council on Human Relations
604 S. Hampton Street
Anderson, South Carolina

Dear Rev. Williams:

Let me thank you for so graciously extending your agenda at the Council's meeting last night to permit me briefly to explain TEAM's program. As I indicated in my remarks, I consider Mr. Paul Matthias a dedicated person. Paul and I conferred on another matter just a few days ago. It is my hope that TEAM, represented in Anderson County by Mr. Patrick Flack, and your Council, and especially its employment committee, will work together to achieve the interrelated ends of both groups.

Relating to housing, for your information and that of the Council's Housing Committee, enclosed is a clipping from the Greenwood Index Journal 5/1/68, page 15, which briefly describes the "Leased Housing" program administered by HUD. You will note that it is operating in Rock Hill and Sumter and that Greenwood is considering it. As I suggested last night, the Council may also wish to look into other possibilities under HUD programs such as the "turn-key program" and rent supplements which can be explained by a representative of HUD, as well as studying steps taken or contemplated for Greenville by the ministers (contact: Rev. D. C. Francis, 604 E. McBee Ave., Greenville, S. C.) and supported by Mr. Gil Rowland of the Greenville Piedmont newspaper.

Sincerely yours,

Mordecai C. Johnson

cc: Mr. Paul Matthias
Mr. W. Patrick Flack
Rev. D. C. Francis
Mr. Gil Rowland

1 incl:
clipping from G'wood Index Journal

MCJ/vt

2 May
G'wood

5.7.68

~~The Index~~ Journal 5/7/68 Greenwood

Note: ~~Not~~ No terrible training now or contemplated - can get!?

Russell Is Named Vocational Director

G. Frank Russell, teacher at Greenwood High School, has been appointed director of the County Vocational Facility, which will begin operations this fall.

A Laurens native, Russell was educated in Laurens schools and completed his undergraduate work at Furman University.

He was named coordinator for the Diversified Occupations Program at Greenwood High in 1964, the same year he was honored by the Greenwood Jaycees as the city's "Outstanding Young Teacher."

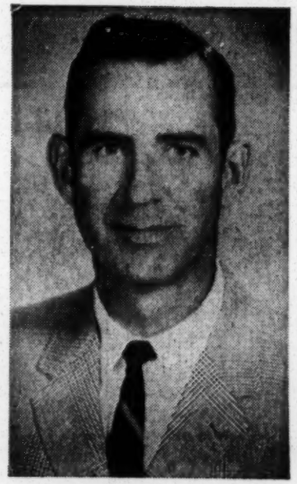
He served two years in the Marine Corps, obtaining the rank of first lieutenant before his discharge in 1958. He then joined the faculty at Greenwood High. Russell completed his masters degree at Peabody College in Nashville, Tenn.

Russell, his wife Mamie and their sons Jimmy and Ronnie are members of South Main Baptist Church, where he is superintendent of the senior high student division and a deacon. The Russells reside in Sheffield.

The Vocational Facility is now nearing completion on Airport Road about a half-mile from the new high school site. The $500,000 facility is financed by federal and county funds.

Only high school students from throughout the county will use the facility. They will take their academic work at their high schools and will be bused to the Vocational Facility for vocational training.

Seven ~~courses~~ are now in the curriculum. They include auto mechanics, key punch (IBM), food services, practical health occupations, commercial sewing and clothing design, machine shop and electricity. Courses such as small motor mechanics and building construction may be added.



G. FRANK RUSSELL

Lamar Is New Chairman

Note: School board names the Library Board

County Education Board Names New Officers

By TOM LOLLIS
Index-Journal Reporter

The Greenwood County Board of Education elected new officers last night and postponed until June the appointment of new county library board members.

Dick Lamar of Ninety Six was named chairman of the board, succeeding John Bowen. Clayto Roberts of Greenwood succeeds George McCuen of Ware Shoals. J. L. Parks of Greenwood remains as secretary.

The new officers will serve one-year terms.

Appointment of new county library board members was postponed so that board of education members might consider persons for the posts of four persons whose terms expire as of May 1 and one who resigned.

Those whose terms expire are W. L. Bross, Edgar W. Davis Jr., Mrs. Charles Washington and J. E. Chaffin. Dr. R. L. Alexander resigned, explaining that he will be out of town much of the time now that he has retired as pastor of the First Presbyterian Church.

Upon a motion by Roberts the board also asked W. R. Dunn, executive secretary to the board, to inquire of the county delegation if the residency requirement for library board members could be changed by legislative act.

The board indicated a preference for choosing library board members from the county at large rather than restricting the selection to certain numbers from Greenwood, Ware Shoals and Ninety Six.

Roberts said he did not know that persons who live out of the city limits of Greenwood in subdivisions adjacent to the city are not eligible for appointment to the board.

The board also voted to set July 16 as election date to fill two vacancies on the board of trustees of Ware Shoals School District 51. The terms of Reid Goodbar and W. W. Wilbanks expire Aug. 21, according to Dunn. Filing deadline for the posts was set at 5 p.m. July 9. Candidates are required to file with Dunn in the county courthouse.

The board also approved the hiring of Mrs. Ann Carol Corley as a teacher at Ninety Six Elementary School. Mrs. Corley is the daughter of Joe S. Wells, chairman of the board of trustees of Ninety Six School District.

File Greenwood

216 Tompkins Hgt.
Greenwood, S.C.
June 1, 1968

Project Director
P.O. Box 1015
22-A East Coffee Street
Greenville, South Carolina 29602

Dear Sir

In partial fulfilment of your requirement concerning a personal history sketch. I have submitted the required material.

I am under the impression that the job is of a part-time nature. I also understand that it will last only during the summer.

As I told you earlier, I do own a car; however, I am wondering if the travel expenses will be covered by the organization.

I feel that an interview of some nature would be most beneficial in that there are some points that I would like to have clarified.

Sincerely yours

Moses B. Norman Jr.

Moses B. Norman Jr.

Dear Sir

After conferring with my father concerning the job as a representative for TEAM, I have become very interested and would like to submit my name as an applicant for employment.

I forestated during our previous telephone conversation that I have a B.S. degree from South Carolina State College. In addition, Iam a commissioned officer in the Army and will report to active duty in September. (I understand that the project is to last until the summer is over).

My background has always included an awareness of my responsibility to my people. From a very early age, I became a servant of civil-rights.

I attented Brewer High School. While there, I held a numeral of key offices. I served as president of my high school senior class, editor of the school's yearbook, and a member of the student council. I participated in a wide range of extracurricular activities such as representing high schools from the state of S.C. in the Trade and Industrial Association for two consecutive years. I became very active in the civil-rights movement and organized sit-ins at lunch conters and the city bus system in the city of Greenwood. I graduated with honors from high school.

For the past four years, I attended South Carolina State College specializing in the area of Research Chemistry and Mathematics. At State College, I held several different positions in the Student Government Association and the college chapter of the N.A.A.C.P. Perhaps the most challenging offices was in the capacity of president of the "Coalitionist", a group of representatives of all civil-rights' campus organizations, with the responsibility of organizing the student body, determing procedures and strategy used in operation, "March on Columbia".

I've had the unique experiences of representing the school in the chambersof the state senate, with the governor, and on different college campuses. As publicity manager of the N.A.A.C.P., I assited in the planing of operation, "To tell the truth", design to stir interest among the citizens of S.C. to pressurize the seat of government in behalf of State College.

In addition, I served on the R.O.T.C. Brigade Staff, held membership in the Society of Pershing Rifles(Nat' Mil' Society), membership on the Faculty and Student Review Board, president of the National Society Of Scabbard and Blade, Military Society. Basileus (president) of the XI PSI chapter of The Omega Psi Phi Fraternity. I was selected as "Omega Man Of The Year".

In conclusion, I feel that I can handle the job.

Sincerely yours,

Moses B. Nance Jr.

6-7-68

file Greenwood Co - Note In Textiles Gen

Textile Workers Getting Pay Increases Of About Six Per Cent

Greenwood Mills and Abney Mills, two textile companies with headquarters in Greenwood, today announced "upward adjustments" in wages effective July 15.

Their announcements followed that made late yesterday by J. P. Stevens & Co. in Greenville of a wage increase averaging six per cent beginning the week of July 14 to more than 40,000 employes.

"A new industry in Greenwood County would have to employ approximately 500 people to equal this payroll increase of some $2 million at Greenwood Mills," that company's statement said.

The increase will go to approximately 6,000 employes of Greenwood Mills in Greenwood and Laurens counties. It applies to hourly paid and production employes.

"We are pleased to be able to increase wages and benefits for our people. It is unfortunate that the increases available to our employes in the American textile industry are limited by the federal government's policy of allowing unlimited amounts of foreign fabric imports made with cheap labor," said J. C. Self, Greenwood Mills president.

The Abney Mills statement said, "The company will make an upward adjustment in wages effective with the payroll week beginning Monday, July 15.

"This wage increase will apply to all hourly and to piecework earners. Notices informing employes of this upward adjustment were posted today in the 15 Abney plants in upper South Carolina."

Wage increases ranging near six per cent became effective this week at the Parke, Davis & Co. surgical dressings plant in Greenwood, a company spokesman said.

Richard Phelps, manager of Monsanto Co.'s Greenwood plant, said only, "We, as a general practice, don't make announcements on wage increases."

No information was available on a wage increase prospect at Riegel Textile Plant in Ware Shoals as the manager was reported on vacation and no one else could be reached to make a statement.

The Stevens company said the wage increase was being made "in recognition of the rising cost of living and wage patterns throughout American industry."

Stevens also reported this will be the sixth general wage increase to its workers in less than five years.

Burlington Industries in North Carolina, which led the last general textile wage boost, in August 1967, said it was considering a wage increase and would have an announcement soon.

In an Associated Press roundup, Dan River Mills and Fieldcrest Mills said they were looking into the situation. Cone Mills Corp. of Greensboro, N.C. had no comment.

The American Textile Manufacturers Institute said the average wage in the southern segment of the industry now amounts to about $2.10 an hour.

In North Carolina, the average textile industry wage is $2.07 an hour, according to N.C. State Labor Department statistics.

Not Entitled To Federal Funds

District 50 Said 'Not In Compliance'

Greenwood School District 50 has been declared not in compliance with Title VI of the Civil Rights Act of 1964, and consequently not entitled to receive federal funds.

An order to that effect was signed last month by a hearing examiner. He held that the director of the Office of Civil Rights had properly made the determination on Nov. 28, 1967, that compliance with the Act and Regulations could not be secured by voluntary means.

The freedom-of-choice plan of the district "has not been implemented so as to fairly and effectively further the orderly achievement of desegregation and so as to accomplish the purposes of the governing statutes and regulations," he found.

The district school office has prepared four articles setting forth what it has done in the past and what it had proposed to do in the future. The first of these four articles is printed today, and others will follow on subsequent days.

The plan of voluntary desegregation under which the district has been operating since 1965 has accomplished virtually no desegregation of its students, the examiner found.

There are now less than 5.3 per cent of Negro pupils attending formerly all-white schools, he said, and no white students attending formerly all-Negro schools. There is even less faculty desegregation, he said, there being less than 2.7 per cent of the faculty teaching across racial lines, and none of these on a full-time academic basis.

"Therefore," he wrote, "since there has been no meaningful desegregation of pupils or faculty, the Respondent School District continues to operate racially identifiable schools. This, under the law, constitutes separate treatment of, and consequently discrimination against, the pupils who attend such schools on the basis of race, color or national origin."

The examiner ordered "that the Respondent State Department of Education of South Carolina, the Department of Health, Education and Welfare, the National Science Foundation, the Department of Agriculture and the Atomic Energy Commission terminate and refuse to grant or to continue Federal financial assistance to Greenwood School District 50 under each and every act of Congress authorizing such assistance."

The order will remain in effect until the district corrects its non-compliance and satisfies the agencies that it will in the future fully comply.

The district operates 18 schools, the examiner says, six of which are attended exclusively by Negro pupils and five exclusively by white pupils.

Seven formerly all-white schools are attended by Negro pupils, the total white enrollment being 5,001, and the total Negro enrollment 180. In addition, there is one school for retarded students in which there are seven white and four Negro children.

There are three librarians of the Negro race serving full time in predominantly white schools, he says, and three white librarians serving both predominantly white schools and schools attended by Negroes only. Four white music teachers serve most of their time in the schools attended by Negroes, and two Negro music teachers who spend all of their time in predominantly white schools. A special education teacher, who is a Negro, teaches both races, and the remedial education teacher, who is white, teaches full time in a class attended by Negroes only.

No Negro teacher teaches an academic course in any of the formerly all-white schools, he says, and no white teacher teaches an academic course in any Negro school.

He finds that there has been "no meaningful desegregation of faculty in respondent's school system," and that it operates a dual school system.

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School District Plans

Fund Loss To Be About $350,000

What effect will recent ruling of the Supreme Court, regarding "freedom of choice" plans, have on the operation of the schools in District 50? Why is this District "not in compliance?" What will be the effect of a loss of federal funds to this District? Does District 50 operate a dual system of schools? How much integration will there be in District 50 next year? What has the School Board proposed to do in future years regarding the organization of schools? Why have such plans been unacceptable in Washington?

These are just a few of the questions for which answers will be attempted by the Administration of School District No. 50 in accordance with a directive from the Board of Trustees. The great amoung of publicity given recent court decisions and the difficulties experienced by the local Board in attempting to operate within the law call for as much information as is available to be made public. Answers to these and other pertinent questions will be the subject of a series of articles to be carried during the next several days in this newspaper.

To begin with, the Board of Trustees is faced with an immediate loss of all federal funds for the coming school year. It is anticipated that the legal procedures involved in a cutting off of funds will consume sufficient time to permit the completion of the summer programs which started on June 10th and which are totally dependent on these funds. The efforts which have been made in attempts to prevent the loss of federal funds will be the subject of a later article.

The immediate result will force the curtailment of a number of programs which have proven most beneficial to the pupils of this district and particularly to pupils in schools that contain only Negroes. An additional result will be a request for more local tax money to support certain school programs which are judged to be most essential.

Activities which will be eliminated due to this lack of funds will include the remedial program for pupils in school and the pre-school activities for pupils about to enter school. Funds for free textbooks, beyond those provided by the state, funds for free lunches, for teacher aides, for health services and the entire summer program of remedial work will also be eliminated. The details of these programs have been the subject of previous news articles. Their loss will adversely effect the program of the District but will primarily reflect a return to the status of the District prior to the advent of new federal funds in 1958 and 1965. This means a reduction of some $350,000.00 in funds which have been available to the District.

(Next article: What steps has the District taken to remain in compliance?)

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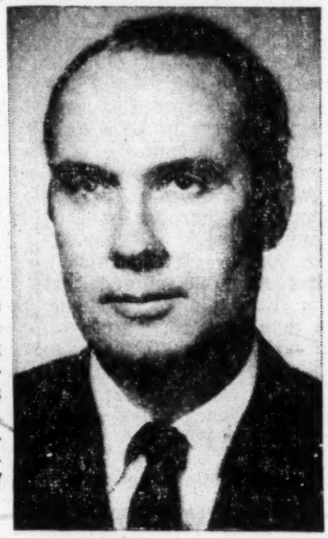
Harris Says Textiles Need Import Controls



J. B. HARRIS JR.

The American textile industry is seeking, through a realistic limitation of imports, their fair share of the increase in business which will come with an expanding national economy, J. B. Harris Jr., told the Greenwood Rotary Club today.

Harris, executive vice president of Greenwood Mills, is president of the South Carolina Textile Manufacturers Association.

He flatly rejected the "protectionist" label placed on the textile industry by free trade interests, pointing out that an unlimited flow of imports from low wage countries is seriously affecting the health of the textile-fiber-apparel industrial complex which is the largest employer of labor in the United States.

"The volume of imports continues to grow," Harris told local Rotarians. "It stands today at more than double the comparable period just four years ago."

Since "you're surrounded by (the textile industry) and to a large extent, dependent upon it, it's probably desirable for all of us to become more familiar with it," Harris said.

He noted that the textile industry in America is "rapidly approaching a crossroads where certain decisions must be made and where certain actions must be taken to determine the future course of this industry as we know it."

Harris said that of 14,500 persons employed in manufacturing in Greenwood County, 86.7 per cent are textile employes.

With an annual manufacturing payroll of over $70 million, a total of $60 million or 87.5 per cent is from textiles.

"This emphasizes how dependent this area is on a healthy, prosperous and growing textile industry," he said.

Harris said he believes the "image" of the textile industry has improved in recent years and that it will continue to improve.

"It is moving in the direction of greater sophistication—merchandising, styling, research; and extensive training and development of our greatest source — people.

"Our textile industry has carried out a massive program of modernization during the 1960's," he noted, "With scores of new plants springing up, many of them highly modern and streamlined."

"There has been a steady increase in wages, the latest of which was announced last week, plus paid holidays, employe benefit programs, profit sharing plans and other advantages," he said.

Pointing up the difficult problem of the foreign import, Harris noted that the average textile wage in South Carolina is close to $2.30 per hour now, compared to Japan's 36 cents, Hong Kong's 25 cents, Pakistan's 14 cents, India's 13 cents and eight cents paid in Taiwan and South Korea.

"Even with our so-called American ingenuity," he said, "This is pretty rough competition."

School District Plans

Grand Ledge 6/18/68 p. 7

Fund Loss To Be About $350,000

(EDITOR'S NOTE: Following is the second of four articles by School District 50 officials concerning steps to be taken by them since HEW has ruled the district is not in compliance with Title VI of the Civil Rights Act of 1964.)

What steps has Greenwood School District No. 50 taken to eliminate the dual school system? The answer to the question which follows is the second of a series of articles which will attempt to explain the difficulties experienced by the local Board of Trustees and the School Administration in their attempt to remain in compliance with the regulations of the Department of Health, Education and Welfare.

The Civil Rights Act of 1964 amplified the decision of the Supreme Court in 1954 which called for the elimination of a dual system of schools based on race. The local schools, together with most districts so situated, adopted a "Freedom of Choice" plan for school assignments in the belief that such a plan would fulfill the requirements of the law.

The original "Guidelines" contained the following description of an acceptable plan for the desegregation of schools:

"A school system will be eligible for Federal financial assistance by submitting a desegregation plan providing for the assignment, reassignment, and transfer of pupils to or within schools on the basis of: —(A) Freedom of choice granted to and exercised by the pupil and his parents or guardians, —."

However, the "Guidelines" of H.E.W., in 1966, added the stipulation that freedom of choice plans would continue to be acceptable only if they proved effective. That is, "The single most substantial indication as to whether a free choice plan is actually working to eliminate the dual school structure is the extent to which Negro or other minority group students have in fact transferred from segregated schools."

After three years of such freedom of choice, seven of the schools in the district have pupils from both races, while eleven contain pupils of only one race. In all, there have been some 184 Negro pupils attending schools which are predominantly white during 1967-68 with the prediction that the number will increase to at least 300 during 1968-69.

No white pupils have elected to attend schools that presently contain only Negro pupils. For this reason, H.E.W. maintains that the "freedom of choice" plan of the District is not satisfactory.

A further regulation of H.E.W. requires that school faculties be integrated, presumedly for the purpose of encouraging further pupil integration and in order that no school may be thought of as being for one race only because of the one race of faculty members.

This District has gradually integrated faculties to the point that some eleven teachers were teaching in schools where their race was a minority last year and some 31 will be teaching in such schools next year. The estimate for next year includes 17 Negro teachers in the 13 predominantly white schools and 14 white teachers in what are now all Negro schools.

Although this appears to be a significant change from previous faculty practices, it does not approach the guidelines of H.E.W. which called for approximately 36 teachers in 1967-68 and 72 teachers in 1968-69 to be assigned to schools where their race is a minority. For this reason, H.E.W. insists that the District is not making satisfactory progress in the area of faculty integration.

The present school transportation system of the District calls for buses to carry pupils, regardless of race, to the schools selected under freedom of choice provided that the pupils live in an area served by buses to the schools chosen. The result is that most of the area of the district is served by two groups of buses, the group which carries pupils to predominantly white schools and one to schools which have formerly been Negro schools.

H.E.W. maintains that such a dual transportation system tends to maintain dual schools and that the system should be reorganized so as to provide only one bus to carry pupils from any specific area to the schools chosen or assigned.

The thrust of the charges of H.E.W. regarding this District does not deny that the District has made some progress, but asserts that the system of dual schools still remains and that the District has not indicated plans for its elimination by 1969-70, and is therefore not in compliance with the guidelines.

Recent decisions of the Supreme Court, Courts of Appeal, and District Courts appear to establish the legality of these guidelines. The District is therefore being charged with not following the law in its operation of schools.

(The next article will detail the future of the District's "freedom of choice" plan.)

Grand Index, 6/19/68, p.9 Grwd

Freedom Of Choice To Be Continued By District 50 For 1968-69 Session

(EDITOR'S NOTE: Following is the third of four articles by School District 50 officials on district plans following a ruling by HEW that District 50 is not in compliance with Title VI of the 1964 Civil Rights Act.)

What will be the effect of the recent ruling of the Supreme Court regarding schools which operate under a "freedom of choice" of schools? The answer to this question is the third of a series of articles designed to inform patrons of Greenwood School District Number 50 of the difficulties faced by this District in attempting to conform to federal laws, regulations and guidelines.

Since 1965-66 this District has permitted parents to select the school their child will attend, subject to the availability of space in the school selected and with the understanding that bus transportation will be provided only to schools which serve a given area.

This regulation was adopted in the belief that it would comply with the law which requires the elimination of a dual system of schools. In actual practice, the regulation has continually caused difficulties for the school administration in their attempt to have pupils attend schools where there is room for them.

This has been particularly true in elementary schools where class size has varied from 20 to 40 pupils per teacher. Plans for the 1968-69 school year call for a continuation of the "freedom of choice" regulation. Parents have already made these choices and teachers are being employed on the basis of these choices. To change the plan of pupil assignment at this date would cause almost insurmountable confusion.

The ruling of the Supreme Court did not positively require a school district to eliminate freedom of choice plans, it merely stated, in more formal words, that a school district which adopted a freedom of choice plan that did not cause the elimination of dual schools, could not maintain that this freedom of choice satisfied the law regarding dual school systems. This is in accord with the later guidelines of the Department of Health, Education and Welfare.

Although this District was originally in compliance by the adoption of a "freedom of choice" plan, and although considerable progress has been made in the integration of pupils, faculty and other aspects of the entire school program, it is now apparent that the rate of progress has not been satisfactory to H.E.W.

The inference is that as long as a single school is composed solely of pupils and-or teachers of only one race, the District may be accused of maintaining a dual school system.

The elimination of schools containing only one race involves a multitude of complex problems which the Board and Administration have so far been unable to solve. Until such time as a solution is developed, the Board intends to continue with the freedom of choice regulation.

(The next article will describe past efforts to obtain acceptance of school administrative planning with federal officials.)

Public Meeting

Grand Index 6/19/68, p.1

Private Schools To Be Discussed

A public meeting will be held Monday, June 24, at 8 p.m. in the Lander College auditorium for persons interested in learning about establishing private elementary and secondary schools in Greenwood.

The two guest speakers will be Dr. Thomas Elliott Wannamaker, co-founder and president of Wade Hampton Academy at Orangeburg, and Dr. George D. Grice, former teacher and retired president of the College of Charleston.

Their talks will be followed by a question and answer period.

They were invited by an informal local group "to see if there is interest in a private school for Greenwood and to learn something about such schools elsewhere," a spokesman said.

If Monday's meeting demonstrates interest, a steering committee could be formed for further studies and meetings. At present there is no local organization or even commitee, as such.

Dr. Wannamaker, in addition to heading the academy at Orangeburg, is president of T. E. Wannamaker, Inc., operating company for Ethyl Corp., and is a consultant in chemical fields.

He is a graduate of The Citadel and has a Ph. D. degree from Cornell University.

Dr. Grice is a state senator from Charleston. He was a teacher and principal in public schools and was with the College of Charleston for about 30 years, serving as president from 1945 to 1966.

He assisted in establishing the Coastal Carolina Junior College at Conway in 1954 and the College Preparatory School in Charleston in 1964.

Grwd

Grwd Index 6/20/68 P.13

No Plans To End Dual School System

District 50 Faces Possible Court Order In Addition To Having Funds Cut

(EDITOR'S NOTE: Following is the last of four articles by School District 50 officials concerning district plans following a ruling by HEW that District 50 is not in compliance with Title VI of the 1964 Civil Rights Act.)

What has been done by the Board of Trustees for Greenwood School District No. 50 in attempts to keep this District out of difficulty with the federal government? This fourth article in a series will briefly review efforts that have consumed a disproportionate amount of time of Board meetings and the time of administrators for the past several years.

Since the passage of the Civil Rights Act of 1964, the School Board has spent the majority of its time in Board meetings discussing problems arising from the relationship of the local schools with the federal government.

By the same token, school administrators have been forced to curtail their attention to many other facets of school administration in order that the planning and operation of schools under the requirements set forth by federal regulations and laws be carried out with the least disruption of the community and the educational program of the schools. The time involved has meant several trips to Washington and many conferences in the state with state and federal officials.

Until the summer of 1967, the District was able to reach agreement with federal officials as to how the local schools would be operated. However, in July 1967, a team of officials from Washington visited Greenwood for the purpose of investigating the District's estimate of the amount of integration which would be effected in 1967-68. This estimate had been deemed inadequate by the Department of Health, Education and Welfare.

This team spent two days talking with school administrators and Board members. They visited schools, saw summer programs in action and talked with a number of teachers. As a result of their findings, the District was notified that additional steps would be required if the District was to remain in compliance.

The District did make extensive additional efforts without being able to show much change from what had been predicted. Consequently, in November, the District was notified that all federal funds were deferred. That is, no new money could be allocated to the District, and only those programs which had been started previously could continue.

Additional negotiations have proved fruitless. In April, a hearing was held before a federal examiner, the results of which have been received within the past few weeks. The examiner has ruled that the District is not in compliance, that the District still operates a dual school system, and that — in addition to having all federal funds cut off — that the District is liable to prosecution under the Civil Rights Act.

The details of the steps taken in previous years to prevent such a finding have been described in previous articles in this series. These have included an annual increase in the amount of integration of both pupils and faculty and, for the 1968-69 session, the elimination of a few dual bus routes.

Since these steps have proven insufficient to the Department of Health, Education, and Welfare, the Board has proposed one additional long range plan, which so far has been unaccepted in Washington.

This plan called for a three year progressive shift from a "freedom of choice" plan to geographic zoning of all schools. According to this plan, in 1968-69 steps would be followed which are now being implemented in this District. That is, freedom of choice would again be the basis for school assignment and as much faculty integration as possible would be effected.

The plan further called for complete zoning of all junior and senior high schools beginning with the school year 1969-70. In this year the new high school building now under construction would be available for the first time. The present Greenwood High School would be remodeled to serve as another junior high school.

At this time, all pupils who ride or who are eligible to ride school buses in Grades 7 - 12 would be transported to the new Greenwood High School in grades 10-12 and to either Northside, Southside or the new junior high school in grades 7-9. This would leave Brewer High School zones as a school for grades 7-12 and would include all pupils now attending Brewer who live within walking distance of Brewer.

The effect of this would be to have few, if any, white pupils attending Brewer and would assign approximately 50 per cent of the Negro pupils in grades 7-12 to one of the predominately white schools.

The final step in the proposed plan would be contingent on the District's ability to secure sufficient funds to construct, prior to the 1970-71 school year, at least one more elementary school with some additions being made to present buildings. These new facilities, coupled with existing schools would permit the closing of three of the smaller schools in the District: namely, West Side, North Hodges, and Promised Land.

The zoning which would accompany these building shifts would leave East End and Central zoned for few, if any, white pupils and, with the exception of the pupils in these two schools, would have Negro pupils attending schools which would be predominantly white. This would effect the integration of approximately 50 per cent of the Negro pupils in the District in grades 1-6.

This plan has been rejected by federal officials. Their chief objection at the moment stem from the proposal of leaving Brewer as a relatively small, all-Negro school. The Board of Trustees has approved no plan beyond that outlined previously. However, it appears that changes more drastic than those outlined above will be required if the District is to remain beyond a court order which would presumedly specify the precise method by which the abolition of the dual schools must be accomplished.

Integration

NAACP Files Motion Against 7 Districts

COLUMBIA (AP) — Attorneys for the NAACP have filed motions in U. S. District Court calling for new school desegregation policies in seven South Carolina school districts.

The seven districts have been operating for several years under court-ordered freedom of choice plans. Under this program, students can ask assignment to a particular school, subject to change only because of overcrowding.

The lawyer's motions said that under a May 27 ruling of the U. S. Supreme Court, the freedom of choice plans are no longer acceptable when other means exist which would speed up integration.

The motions were filed against Sumter School District No. 2; Charleston District No. 20; Orangeburg District No. 5; Clarendon Districts 1,2, and 3; and the Greenville County School District.

The attorneys ask in the petitions that the districts not be allowed to assign students for the 1968 - 69 school year on a freedom of choice basis without first showing the court that other methods of pupil assignment would not produce greater desegregation.

Twins Drown In Family Pool

WOODLAND HILLS, Calif. (AP) — The twin daughters of heavyweight wrestler Buddy "Killer" Austin drowned in the family swimming pool.

The 15-month-old twins, Sandrina and Christina, were pulled from the pool Wednesday by their 11-year-old brother Kevin. Their mother, Carmelita, and a neighbor administered mouth-to-mouth resuscitation in the back yard.

Authorities said the infant girls apparently had left the house through an open sliding glass door and fallen into the pool while playing.

Their father, whose real name is Austin Rogers, was not at home. He formerly claimed the world's heavyweight wrestling title.

7-11-68

a letter to the department.

The team would check city Teachers Annual Conference at Clemson.

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Greenwood Mills May Buy Subsidiary Of Monsanto

ORANGEBURG— Negotiations are under way to enable Greenwood Mills of Greenwood to acquire Fabric Services, Inc., a subsidiary of Monsanto Co. of St. Louis, Mo. Fabric Services operates a dyeing and finishing plant here.

The announcement was made Monday by James C. Self, president of Greenwood Mills.

The plant employs approximately 500 persons and has a $3 million annual payroll. The facility was built for dyeing and finishing polyester-cotton blend fabrics as well as other blends of man-made fibers.

Presidential Commission Reports

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Greenwood Daily Journal

Next Few Years Will See Segregation Increase

WASHINGTON (AP) — America will become increasingly segregated by race over the next 17 years, says a study released by President Johnson's National Commission on Urban Problems.

The study finds that between now and 1985, nonwhites will become more concentrated in cities and whites will continue moving into suburban areas.

"The projections vividly portray the geographic fulfillment of the fears expressed by the President's Commission on Civil Disorders—that the American society is becoming an apartheid society," said the study's authors.

Nonwhite population within cities of 50,000 or more are projected to increase from 50 to 58 per cent; white population will decline from 30 to 21 per cent.

Former Sen. Paul H. Douglas, chairman of the commission, said in a forward to the report that the findings are projections —not predictions. But he said they underscore the "alarming prospect" that our people may be increasingly segregated. This should be read not as prophecy but as warning."

The report says the shifting of population undoubtedly will mean more cities will have nonwhite majorities by 1985. Of the largest cities the only ones with nonwhite majorities now are Washington, D.C., and Newark, N.J.

Authors of the report are Patricia Leavey Hodge, research associate at the University of Chicago's Population Research Center and Philip M. Houser, director of the center.

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Democrats Tell Humphrey

Man From Southeast Would Balance Ticket

COLUMBIA (AP)—Gov. Robert McNair says a Democrat from the Southeast would balance a presidential ticket headed by Vice President Hubert Humphrey and also make it attractive to the nation's voters.

Speaking to newsmen in Columbia Thursday, McNair said he meant by the "southeast" all the states belonging to the Southern Governors Conference.

McNair said the suggestion of a running mate from the Southeast was made to Humphrey at a breakfast meeting between the vice president and the nation's Democratic governors in Cincinnati Thursday.

"We discussed problems of concern to all of us and also a little politics," McNair said. "We were impressed with the vice president's knowledge, attitude and concern."

McNair pointed out that no names were mentioned during the talk with Humphrey about a choice for vice president.

When asked if he would be interested in the vice presidency, the South Carolina governor replied:

"I'm not a candidate for anything. That is something that must be decided by the person nominated (for president) and by the convention. When the dust clears, that is when the decision should be made."

Last week at a party fund-raising dinner in Columbia, McNair said he would support the candidacy of Texas Gov. John Connally as president or vice president. Connally was the guest speaker at the affair.

McNair said he believes Republican Gov. Ronald Reagan of California is "very obviously a real candidate" for president.

He would not comment on the influence of third party presidential candidate George Wallace on South Carolina voters.

Turning to Humphrey's main opponent for the Democratic presidential nomination — Eugene McCarthy — McNair said "I haven't heard anything from him about how we should get out of Vietnam. We can't tuck our tails and run so that the young men whose lives have been lost there have been lost in vain."

The governor said he doesn't think Sen. McCarthy has much support in the Palmetto State.

On other issues, McNair told reporters he feels the state's present gun registration law is adequate.

Carolina DATELINES

HOLDING POWER

COLUMBIA (AP) — The "holding power" of South Carolina schools continues to grow as shown in a new report from the State Department of Education on the percentage of school children reaching the 12th grade.

The report released Thursday said that during the past school year, white 12th graders made up 60.6 per cent of the number that had entered the first grade together.

For Negro children during the same time, 38 per cent were in the 12th grade in 1967-68.

Compared with figures for 1957-58 the "survival" of white children to the 12th grade has risen from 38.8 per cent to 60.6 per cent, and the Negro proportion has nearly tripled—13.7 per cent to 38 per cent.

The holding power of South Carolina schools during the school term last year was greater in the 12th, 11th, 9th, 7th and 4th grades, the department survey said.

Total public school enrollment in 1967-68 was 665,983. Of this number, 393,601 students were white; 265,642, Negro; and 7,740 special education pupils.

SPRING MILLS SALES

FORT MILL, S. C. (AP) — President H. W. Close of Spring Mills reports the company's net sales reached $116,495,775 during the first six months of 1968 with a net loss of $50,573.

For the same period a year ago, sales of $111,778,193 resulted in a net income of $4,013,191.

Close said Thursday, "Our manufacturing deficiency and our sales, while still unsatisfactory, are continuing to improve.

"However, our income still is held down by high cotton costs, low profit margin on some apparel fabrics and the market inroad of textile imports from low-wage countries," he added.

The Springs Mills president said he expects some improvement in earnings during the second half of the year, although "a general wage increase for our 17,000 hourly paid employes, effective July 28, will place an additional pressure" on the intake.

VIOLENCE DEATHS

COLUMBIA (AP) — A drowning and a traffic accident took the lives of two South Carolinians Thursday.

Johnny C. Lindsey, 18-months-old of Spartanburg drowned in the North Tyger River south of Spartanburg after he wandered from his parents' campsite.

John Stephens, 79, of Rt. 1, Walhalla, died when his pickup truck collided with an auto on a rural road two miles north of Walhalla.

Food Prices Rise

COLUMBIA (AP)—The South Carolina Department of Labor says food prices in the state have increased an average of almost 2 per cent since April.

The largest rise in grocery prices, 3.1 per cent, was reported in Aiken, Greenville showed the lowest hike, .4 per cent. Food costs in Columbia were up 1.3 per cent.

Fresh fruits and vegetables were up 8.7 per cent, the survey showed. Meat prices climbed 1.1 per cent; cereals, 2.4 per cent; and beverages, 1.9 per cent.

Other decreases were recorded in veal products, lamb and salmon. But beef, pork, chicken and fish were higher than in April.

W. Fred Ponder, state labor commissioner, noted that the report was not a cost-of-living index, but was made only to show trends in retail food pricing.

Riegel Makes Some Changes At Ware Shoals

WARE SHOALS—Reigel Textile Corp. has made several changes in management throughout its organization, including naming Clyde C. Cobb vice president of Georgia operations.

Cobb, former general manager of the Ware Shoals Division and vice president of production, will make his home in Trion, Ga.

Also leaving Ware Shoals will be David L. Harrison, who will become manager of Trion operations. He was corporate director of manufacturing technology with offices in the Southern Executive Offices at Ware Shoals.

Dale W. Kern has been appointed manager of technical services and will be located in the Ware Shoals executive offices. He was formerly associate director of research in the Research and Development Division.

W. M. Pittendreigh remains as general manager of Ware Shoals operations.

O'Neal Retiring

Monsanto Elects Bock President, Sommer Chairman

ST. LOUIS, Mo. — Edward J. Bock was elected president and chief executive officer of Monsanto Company at the regular meeting of the Board of Directors.

EDWARD J. BOCK

He succeeds Charles H. Sommer, Monsanto president since 1960, who was elected chairman of the board, replacing Edward A. O'Neal, board chairman since 1965, who requested to step down. O'Neal will remain as a member of the board and of the Executive Committee, but plans early retirement next summer.

In commenting on the election of Bock and Sommer, O'Neal said he had asked to be relieved of the chairmanship "in order to clear the way for younger men to take hold." Bock is 51 years old, Sommer is 57 and O'Neal is 62. Bock is Monsanto's eighth president, Sommer is Monsanto's fifth board chairman.

An announcement to employes, signed by the Board of Directors, said: "The Board takes great satisfaction in having a man of Mr. Bock's ability assume the responsibilities of the presidency. Mr. Bock comes to the presidency after 27 years of high achievement in a variety of important assignments at both the divisional and corporate levels at Monsanto.

"Prior to joining the company, he received B.S. and M.S. degrees in mechanical engineering at Iowa State University. He began his Monsanto career as an engineer in the former Phosphate Division, and in only seven years, became plant manager at Columbia, Tenn. In the mid-50s, he was associate director of marketing and director of marketing for the Inorganic Chemicals Division, advancing to assistant general manager in 1958 and to general manager of Inorganic in 1960, at which time he was also elected a corporate vice president. Mr. Bock has been vice president, administration, of Monsanto and a member of the board and of the Executive Committee since May, 1965, and has been a member of the Corporate Development Committee since its formation."

Bock will be chairman of the Executive Committee and of the Corporate Development Committee.

In additional board action, Vice President John L. Gillis was advanced to the position of senior vice president — commercial. He is the second Monsanto executive to hold such a rank; John L. Christian was elected senior vice president — operations in 1966.

Also, three executives were elected to the new office of group vice president. They are Vice Presidents John R. Eck, James D. Mahoney and Tom K. Smith Jr.

Eck has been general manager of the Inorganic division since 1965, Mahoney has been general manager of the Textiles Division since 1967, and Smith has been general manager of the Organic Chemicals Division since 1967.

Certain manufacturing divisions will report through the group vice presidents who, according to the Board of Directors, will "focus more total executive attention on our growing corporate investment." The general managers of the Hydrocarbons & Polymers, Inorganic, and Plastic Products I Resins divisions will report through Eck. Mahoney, in addition to being a group vice president, will continue as general manager of the widespread and growing Textiles Division whose operations circle the globe. The general managers of the Agricultural, Organic, and Packaging divisions will report through Smith. The International Division will report to Christian on operations and to Gillis in the commercial area. The New Enterprise Division will report to Bock.

Following his election, Bock announced additional executive changes, all effective immediately.

Vice President H. Harold Bible, general manager of the Hydrocarbons & Polymers Division, was appointed vice president, administration. He and Vice President Edwin J. Putzell Jr., corporate secretary, general counsel and director of the Law Department, were appointed members of the Corporate Development Committee.

Dr. Louis Fernandez, groups manager, electronic materials and instruments, New Enterprise Division, will succeed Eck as general manager of the Inorganic division.

Greenwood

GREENWOOD COUNTY

Enrollments, by school and race

Totals for school districts

Greenwood County No. 50	6750 W	3498 N	(184 N, no W integrated)	Sept. 67
Greenwood County No. 51	1248 W	320 N	(16 N, no W integrated)	Dec. 67
Greenwood County No. 52	810 W	452 N	(16 N, no W integrated)	Oct. 1967

Enrollments in individual schools (grades 9 to 12)

Piedmont Technical Education Center, Greenwood, S.C.[1]	259 W	18 N
Greenwood County No. 50		
Brewer High School, 927 East Cambridge Ave., Greenwood	0 W	882 N
Greenwood Senior High School, South Main St., Greenwood	1296 W	43 N
Greenwood County No. 51		
Emma Maddox High School, West Main, Ware Shoals	0 W	101 N
Ware Shoals High School, Ware Shoals	341 W	3 N
Greenwood County No. 52		
Edgewood School, Kinard Ave., Ninety Six	0 W	112 N
Ninety Six High School, Johnson Road, Ninety Six	212 W	12 N

Vocational education programs

Agriculture

3 secondary and 6 adult programs planned for 1967-68

Secondary and adult agriculture programs at Brewer and Emma Maddox Schools (1967-68)[2]

Home economics

2 secondary and 2 adult homemaking programs, no information as to schools (1967-1968)

Distributive occupations

Secondary program at Greenwood Senior High School (1966-1967)-same in 1967-68

Health occupations

1 post-secondary and 2 adult programs planned for 1967-1968, no information on schools (1967-1968)

Trades and industrial occupations

Machine shop secondary program at Greenwood Senior High School (1961-1962)

Secondary programs in auto mechanics, carpentry, and masonry at Brewer (1961-1962)

Additional secondary program in diversified occupations, but no information as to school (1966-1967) - same number of secondary programs planned for 1967-68

8 adult education programs, but no information asto subject or school (1967-1968)

Technical occupations

Post-secondary programs in drafting and design, electronics, and industrial engineering at Piedmont Technical Education Center (1966-1967)

4 additional post-secondary and 10 extension programs planned for 1967-1968, but no information as to school (probably at Piedmont Technical Education Center)

Civil rights compliance status

Greenwood County No. 50 - sent notice of opportunity for hearing Nov. 30, 1967, Federal funds to district deferred pending hearing

Greenwood County No. 51 - technically in compliance under voluntary desegregation plan - no compliance proceedings planned for school year 1968-1969 because of small size of school district.

Greenwood County No. 52 -,sent notice of opportunity for hearing on Sept. 28, 1967, Federal funds deferred pending hearing.

Footnotes

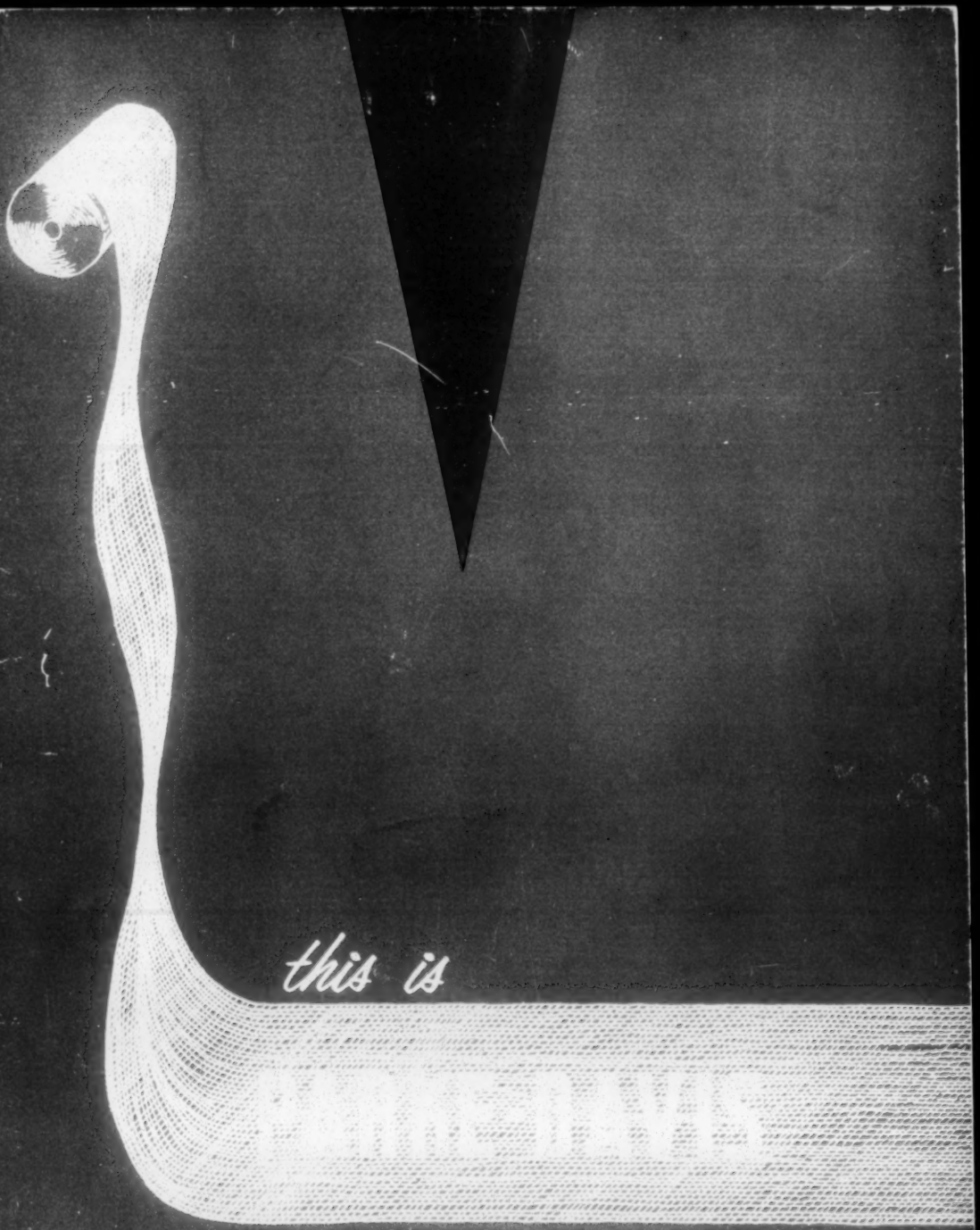
1. Established to serve school districts in Abbeville, Greenwood, McCormick, and Saluda Counties.
2. Information from HEW compilation attached. Inconsistent with Annual Estimate of State, which states that 3 secondary and 6 adult programs planned for 1967-68.

Greenwood Co
Mail to TEC
Abbeville
Saluda
~~Wisconsin~~

PIEDMONT TECHNICAL EDUCATION CENTER

Serving Educational Needs Day & Night

CATALOG
1967 - 1968


this is
BEAUNE-DENVER
Surgical Dressings
DIVISION

Finance Board Says 'No'

"Feelings of the industrial community" and the time element brought a decision by the Greenwood County Finance Board not to enter into a revenue bond arrangement for the new industry

The board met after the chamber committee adjourned and issued the following statement at 1 p.m.:

"On Friday, March 8, 1968, at approximately 6 p.m., the Finance Board was approached concerning the financing of an industry under the industrial revenue bond act of the 1967 General Assembly.

"The industry had to have an answer by 9:30 a.m. Saturday, March 9, 1968, which time was later extended until March 14, 1968.

After this date, it is understood, that any bonds issued would possibly be taxable by the United States Internal Revenue Service.

"The Finance Board found that there was simply not sufficient time to enter into any financing of the proposed project which would involve the sum of approximately $3.7 million.

"The project to be built, or any project, under the revenue bond act, had to be first approved by the State Budget and Control Board, and no bonds could be issued without first obtaining the approval of the State Budget and Control Board.

"It was impossible to present these matters in such a short period of time and secure approval and otherwise provide for the financing.

"The matter of financing an industry through revenue bonds by the county is not strictly a governmental function, therefore, it was felt that before the county entered into arrangements relative to the financing of a project (industry) under the revenue bond act, the feeling of the industrial community should be obtained.

"The matter was considered by the industrial committee of the Chamber of Commerce, which did not favor entering into this project at this time.

"For the above reasons, it was felt by the board that the county could not participate in the financing of the proposed project under the revenue act.

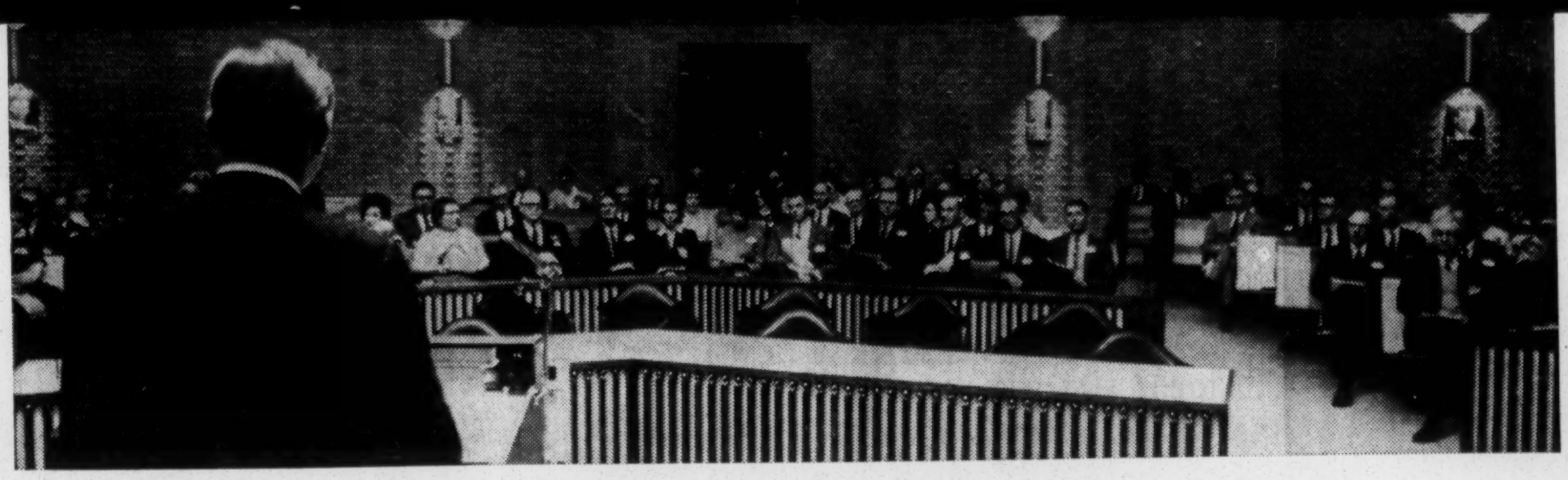
"The company in this case being St. Joe Paper Co. is, in the opinion of the board, a very fine company. The only reason that the Finance Board was contacted was for the purpose of assisting in providing finances under the above act. This, the board felt that it could not do in the circumstances.

"As far as the board is concerned it welcomes St. Joe Paper Co. should it decide to come to the county and stands ready to assist it and all reliable and responsible industries in connection with all needed ~~services~~ and facilities."

Greenwood Mills Appoints Deaton

GREENWOOD — Earl Deaton has been named training assistant for Greenwood Mills, according to an announcement by W. D. Williams, director of management development.

Deaton, a native of Aragon, Ga., previously served as training director for Aragon Mills.



Republicans Have 107 Qualified Delegates

Greenwood County Republicans are looking for their biggest year with 25 of the county's 33 precincts organized. At last night's convention in the Greenwood County Courthouse, the Republicans had 107 delegates qualified to vote. (Index-Journal photo by John Watson)

School Nearly Completed

Vocational School Courses Have Been Selected

By TOM LOLLIS
Index-Journal Reporter

Courses to be taught at the Area Vocational Facility have been selected and only a few supervisory details have to be worked out before the school opens next fall, the Greenwood County Board of Education was told last night.

W. R. Dunn, executive secretary of the board and Chairman of the Vocational School Building Commission, made the report upon request by George McCuen for information on the vocational facility.

Dunn said the building is scheduled for completion by April. Operational procedures have not been determined, but the courses are now agreed upon.

Only students in the six high schools in the county will be eligible to enroll in vocational courses at the facility. Academic studies will be taken at the students' respective schools and they will be bused to the vocational school for classes.

Two periods per day will be given next year, said Dunn. Greenwood and Brewer high schools will take courses in the first period from 9 a.m. to 11:30 a.m. Ware Shoals and Ninety Six high schools will use the facility in the period from noon to 2:30 p.m.

Courses will include auto mechanics, small motors, building construction, electricity, food services, health occupation, machine shop, commercial sewing and clothing design, key punch, air conditioning and refrigeration, electronics, drafting and plumbing.

Dunn said that only 20 students could be accepted in one course under state regulations. Courses that are going well now such as auto mechanics at Brewer and home economics at Emma Maddox will be continued.

A director for the facility is now being sought, said Dunn.

"The details on who will supervise it are not worked out," said Dunn.

"I wonder if the delegation is going to just dump it into our laps and say 'We've got you a vocational school, now run it,' " said McCuen.

Dick Lamar commented that he is "beginning to wonder" who Dunn works for since he is asked to work with the county adult education program and the vocational school as well as serve as executive secretary of the board. The board has nothing to do with the vocational school or adult education, he noted.

"I guess I'm working for the whole county," said Dunn.

"This board was not consulted in Dunn's appointment to work on the vocational school project," said Lamar, complaining that the board is not really concerned with education. He claimed that the board's responsibilities have not been clearly defined.

Chairman John Bowen said that the board's basic responsibility is to appoint trustees in District 50 and confirm the election of the other trustees in Ware Shoals and Ninety Six. The board was called on to supervise a trustee election in Ninety Six not too long ago, he noted.

Concerned with traffic safety at Greenwood schools, the board decided to ask the district engineer of the State Highway Department what plans are being made for traffic control at two locations.

Board member Clayto Roberts suggested the board ask the district engineer about plans for traffic control at the new high school. He said a resident of District 50 had asked him the same question.

Mrs. William Heaner also requested W. R. Dunn, executive secretary of the board, to inquire about safety measures for the intersection of Grace Street and Laurel Avenue.

She noted that very few children walk to school because of the limited vision at the area. She said that school buses run up onto the bank along the side of the road when turning off Grace into Laurel.

All board members were present.

CITY LOG

FIRE CALLS

The Greenwood Fire Department answered the following calls:

West Byrd Street. (10 p.m. Monday) Rags on stove caught fire. Out when firemen arrived.

Jackson Street. (6:44 p.m. Monday) Grass fire. Out when firemen arrived.

TRAFFIC ACCIDENTS

Greenwood Police Department records today reported investigation of the following accidents:

South Main near Sloan. (3:55 p.m. Monday) Auto - pickup truck. No injuries reported. One driver charged with failing to yield right of way.

TRAFFIC COURT

Seven charges of speeding were among 15 cases disposed of this morning in city traffic court.

There were also two charges each of improper backing and running a red light and one charge each of no S.C. driver's license, disregarding a stop sign, disregarding a traffic light and driving under the influence of intoxicants.

TWO BREAK-INS

The sheriff's department is investigating two break-ins reported over the past weekend.

The Lonnie Martin residence at Rt. 6, Greenwood was reported entered Saturday. The back door was forced open and a voltage meter, $72 in cash, a watch, toaster and a broiler were reported missing.

A Lake Greenwood residence owned by Joe Chalmers was entered Friday. A drill press, a drill, and tools were taken from a workshop and a battery charger, a shotgun, a clock and a television set were taken from inside the home.

New Industry

C. Of C. Committee Cites Basis For Vote Against Financing Plan

By MARGARET WATSON
Index-Journal Reporter

Greenwood County's current "acute labor shortage" is the basis cited for the Chamber of Commerce industrial development committee's vote today against endorsement of a county financing proposal for a new industry.

"Over 300 job vacancies exist here now," a committee member said in this morning's frank and lengthy discussion attended by 19 of the 24 members, the County Finance Board and county attorney.

The committee vote against endorsement was 12 to 2 with 5 abstaining. It was an affirmation of an action taken at a hastily called committee meeting Saturday morning when only 10 members could attend.

Voted down, 13 to 3, was a substitute motion that the committee officially inform the prospective new industry of the labor conditions and take no action, pro or con, on the question of revenue bond to be issued by the County Finance Board for the plant construction.

"The Finance Board is interested in knowing the attitude of local industry," G. P. Callison, county attorney, said.

The new industry prospect was identified as St. Joe Paper Co., manufacturer of boxes and containers. Its headquarters are in Florida with plants in several southeastern states.

Thomas Maxwell, speaking as local representative for the Seaboard Railroad's industrial development department, said the company "selected Greenwood on its own, wanting a location on a railroad between Charlotte and Atlanta.

The proposed plant would be a $3.75 million facility, bringing in 12 supervisory persons and seeking 48 employees to start up by next fall, Maxwell reported.

The company requested a county revenue bond issue under a 1967 state act providing for such issues.

"Service charges" would be levied on the company in lieu of taxes which could not be applied against a county-owned institution, it was explained.

Speedy action was necessary because the company's request for a county bond issue was made late Friday and deadline for application and other legal measures taking advantage of the state act is March 15.

The Finance Board "was willing to proceed under the new act on three conditions," Callison said, listing them, "If the county would incur no legal financial obligations, if the State Budget and Control Board approves as required by law, and if the community approves."

Revenue bonds clear the county of obligation, he said. Budget and Control Board approval is pending, and committee members, representing all major local industry and other business groups, gave their views this morning.

The need for diversified industry was cited by Marshall Mays, a Greenwood attorney, who said, "If we don't endorse, we are, in effect, closing the door on new industry."

He asked that "management weigh the very real problems of their personnel departments against long-range good of the whole community." Mays made the substitute motion which was defeated.

Boykin Curry of Citizens Trust Co., who made the other motion, commented, "Local industry was represented at the Saturday meeting and went along with the motion. These people have and are helping build Greenwood. It would be tragic to work hardship on them. . .I am not trying to regulate competition. Everybody is interested in seeing local industry expand, in diversification and more payrolls."

Expansion of existing industries, which could be blocked by labor shortages, "is a very important point," Joe Patrick of Southern Brick Co. declared. "We are happy with the industry we have and we should encourage their expansion. We know how they operate," he said.

The housing shortage also was mentioned. Mays spoke of that, saying, "You can't have one without the other. . .Jobs bring people and people make housing construction possible."

R. L. Granger, committee chairman, in reviewing the Saturday meeting, said, "Industry represented then was emphatic on the point that they are unable to get needed people and another employer would limit expansions.'

Richard Phelps, Monsanto Plant manager, said, "We're all playing musical chairs with personnel now. People switch back and forth. Turnover is high, and two applicants are needed to be sure of one employee."

J. C. Self, Greenwood Mills president, said, "We talk about wishes of the people. I just wish we had people. This committee should not move to worsen an undesirable situation."

Several took issue with the phrase "closing the door on new industry," saying the current shortage is temporary.

James Van Dusen of Parke, Davis & Co., noted, "The industrial committee's main task this year is to try and provide more labor for existing and future industry. More people are needed to consolidate our gains and a new industry now is not the answer to the problem."

Abner Stockman, oil dealer, declared that he opposed the county bond issue method of financing a new industry, "but I hate to advertise to the world that we don't want a new industry and can't provide people."

Others replied that Greenwood's labor situation "is no secret." Maxwell said the St. Joe Co. had been informed of the problem before making its choice.

Unanimously approved was a motion that the committee send a letter to the Seaboard Railroad, "explaining our position, expressing our deep regrets at the present situation. . .telling them we appreciate past favors and hope we can work together in the future."

Maxwell said, "Why not have a campaign to do something, provide housing, make Greenwood more attractive? I think our image will suffer from the action taken here today."

Emmett Davis, consulting engineer, declared, "we hope to alleviate the problem. The emphasis should be on the temporary shortage and not give the false impression that local industry is trying to freeze out newcomers."

Mays further said, "We should be careful about turning down a good prospect. The need for about 50 people would seem not likely to seriously disrupt the local situation."

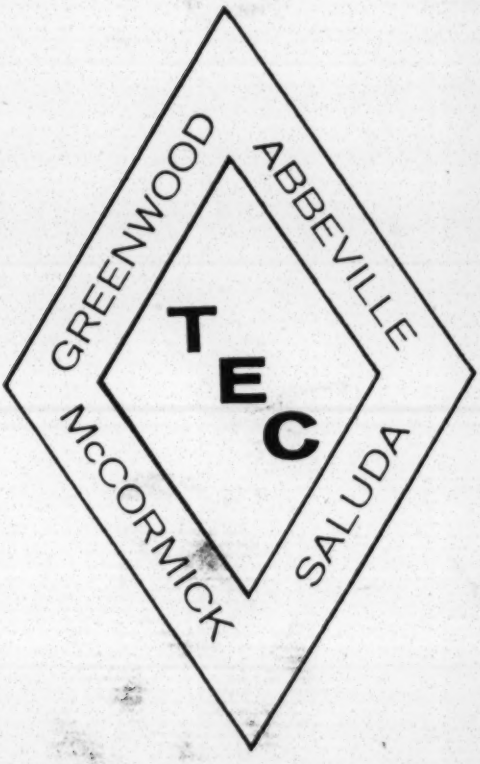
Granger said, "We didn't turn them down. That's not our function. I'm sure if they came, industry would give cooperation, but we were asked to endorse this proposal, and the committee, frankly, calls to the new company's attention, the local situation."

The approved motion said, "The industrial development committee sees a new industry as working undue hardship on existing local industry because of the acute labor shortage and we feel an endorsement cannot be made. We regret it comes at a time when we cannot provide the cooperation new industries should have. . .It is a compliment to Greenwood that an industry of this stature wants to come to Greenwood."

Granger and Maxwell termed the St. Joe Co. "a high-type company, a blue chip industry."

Grwd Co.

PIEDMONT



TEC

Foreword

There is a great demand in South Carolina for well-trained, skilled workers. With the increase of technological advances. South Carolina citizens must educate themselves to meet the needs of modern industry. The Piedmont Technical Education Center offers a variety of programs, day and evening, designed to provide the necessary training for future industrial progress of its area and her citizens.

Objectives

. . . To increase knowledge

. . . To improve skills

. . . To expand the community's industrial competence

Guidance Counseling

A counselor will assist the prospective student in analyzing his interests and abilities. Students will be encouraged to enroll in the course of study consistent with his aptitudes. Courses are kept flexible to meet the changing demands of both the student and the community.

Program Defined

Most courses are offered on a day and night schedule 12 months of the year. The Center is co-educational and all individuals in Abbeville, Greenwood, McCormick and Saluda Counties who meet the entrance requirements are eligible for training. Instruction is divided into the following areas:

Technical

Designed to meet the increasing demand for semi-professional workers caused by rapid industrial development. The technician needs a working knowledge of science, mathematics, report writing, contracts and specifications, human relations and economics.

Trade

The skilled craftsman is the person trained to do the jobs that machines cannot do—he works with materials, tools and machines.

Upgrading

For employed adults—these courses will keep them abreast of changes in their own fields and qualify them for advancement.

Supervisory

A study of patterns, methods and techniques which will assist the supervisor in effectively utilizing the men, machines and materials under his supervision.

Jobs

A current follow-up of graduates is kept at the center. Courses are offered only in areas where there are employment opportunities. The counselor and regional board will assist students in finding employment.

Courses of Study

TECHNICIAN

- Industrial Technology ( )
- Electronics Technology ( )
- Drafting and Design Technology ( )
- Job Technician ( )
- Technical Drawing ( )

CRAFTS

- Air Conditioning and Refrigeration ( )
- Automotive Mechanics ( )
- Industrial Electronics ( )
- Machine Shop ( )
- Welding ( )

UPGRADING ( )

SUPERVISORY ( )

Admission

Application for enrollment may be made at any time preceding the date of entry. Forms should be secured from the Center; after the applicant has completed the application he should return it to the Center and arrange for a personal interview.

Costs:

There is no tuition cost. The cost for instructional supplies will be approximately $36.00 per quarter for full-time student, proportionately less for part-time students.

For further information complete this form and return it to:

DIRECTOR - PIEDMONT
TECHNICAL EDUCATION CENTER
P. O. Box 831
Greenwood, South Carolina

Name_____

Address_____
City State

Telephone No._____

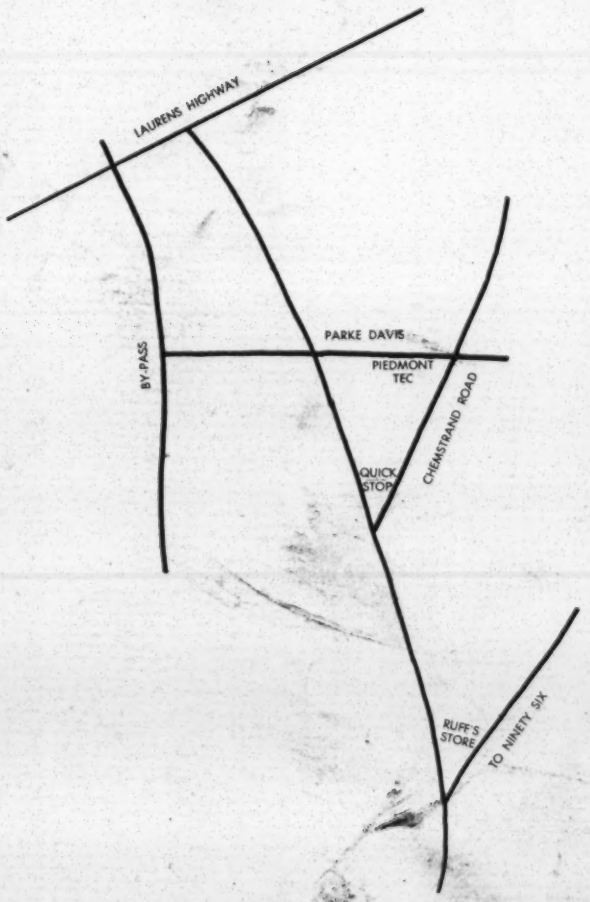
I am interested in Course(s) checked on back.

GREENWOOD TECHNICAL EDUCATION CENTER

Emerald Road

GREENWOOD, SOUTH CAROLINA

PHONE: BA 3-8357



Box 831

GREENWOOD, SOUTH CAROLINA

Tape #7 Cont;d

Greenwood County - Greenwood Mills - Self ~~Pkke~~

Parke-Davis Company

The county population (1966 est) is a about 51,000 of whom 37% are Negroes , city population about 22,000 of whom 34% are Negroes, ~~this is according to the 1966 estimate~~. The unemployment rate is reputedly Nil ~~near~~--

contact: Dr. J. T. W. Mims , ~~88~~ 833-1836 NAACP ~~of for~~ Greenwood ~~and~~ Clinton (he is actually in Clinton in Laurens County).

~~Next contact~~ Don Robinson, Greenwood Civic Improvement Organization Ba 3-5125 ~~Next~~ - Rev. E. L. Cain ~~Kane~~, Negro clergyman, 675-7430 , Thelma Gilbert, Greenwood Youth Association - ~~OR 9-5463~~ OR 9-5463

In 1966 Parke-Davis had about 400 employees of whom about 10% were Negroes. In 1967 it had about 700 employees of whom betwee n 10 and 15 percent were Negroes and two were in office and clerk positions It reportedly needed 115 employees within the next few months. NOTE: MUST BE FOLLOWED UP ON

Greenwood County - Greenwood Mills

Executive Bldg. Morgan St. , Greenwood, S. C. Pres: James C. Self; Executive Vice-Pres : J. B. Harris, Jr, Counsel: John Eck

This company has a "work force printout --" and ATRO has analyzed it. It shows Negro employment ~~by position~~ by position classification . Mr. Self is reputedly favorable toward putting Negroes in the Personnel and Public Relations Offices. and committed himself to do that by June, 1967. This should be checked out. The Company has 14 plants. 8 plant managers ~~met~~ met jointly with EEEO. The company is a

Tape 7 Con'd

government contractor dealing with cotton and synthetics. It has three Matthews plants in Greenwood and two Greenwood plants in Greenwood. It also has a Ninety-Six plant. in Ninety-Six, S. C. It has over 6000 employees in all plants, mostly male, about 10 - 15 percent Negro. The work is essentially production work. It expected reductions, including retirement, of about 400 and expected to hire about 300 new employees by the end of 1967. It has a central service department which repairs and services machinery for all plants. There are about 300 employees in the service dept, mainly male, 10 - 15 percent Negro. The Negroes are mainly unskilled. there is no apprenticeship. Inthe Central Office on Morgan St. in Greenwood. it has about 300 employees and virtually no Negroes. The Matthews Plant deals in cotton and synthetic cloth. It has about 1500 employees, under 10% Negroes, No OJT or apprenticeship . The Greenwood plant-dealing in cotton and synthetic cloth - has over 700 employees, 10-15 percent Negro, no skilled Negroes. The Harris Plant, dealing in synthetic cloth, has about 400 employees 10-15 percent Negro - No OJT or apprenticeship. The Ninety-Six Plants dealing in cotton and synthetic cloth have about 600 employees 10-15 percent Negroes No skilled Negroes -No training. The Durst Plant, cotton cloth, has about 600 employees, 10-15% Negro, no skilled Negro, no training. The Sloan Plant dealing in cotton cloth has about 300 employees 10-15 percent Negroes, none skilled - no training . The Adams Plant dealing in cotton cloth has over 300 employees, under 10% Neg ro. No skilled

Tape 7 Con'd

Negroes ~~1xx~~ no training - The Chalmers Plant, dealing in cotton, has over 200employees about 20% Negro- no skilled Negroes - no training. The Hoanna Plants dealing in cotton cloth has about 15,000 employees and about 10% Negro. Almost no skilled Negroes out of 200 - no training

t

Tape #8

~~Greenwood County (Cont'd)~~

~~Greenwood Mills~~ the Sales Office - ~~Continued~~ (N. Y.)

For Greenwood mills has over 200 employees abd virtually no Negroes. It should be noted that according to Kramer Mr. Self owns the town of Greenwood and it is possible to get a warm reception, comment: He is big so hand off unless well prepared. Harry Boyce knows him well. Self reputedly has been instrumental in getting Negroes placed in professional jobs in the town/

~~Greenwood County~~

The Monsanto Company located in Greenwood County, is about eight miles from the city off Laurens Road. Plant manager; R. T. Phelps, Jr., Supervisor of personnel & Services; G. E. Kenan, Jr. This company apparently has a bad reputation in the Negro community. It has promised to correct a particularly bad supervisor, who had been sponsoring all-white social events at the behest of certain employees. It stated that it foresees hiring "many Negroes" if they can be found. It has refused to deal with the local ad hoc Committee on Employment in Laurens rather it has established its own - Note: Discuss this Company with Employment Committee in Laurens. This Company expects about 500 jobs, it is a Government contractor. It stated that NO Negroes apply to it but that's understandable in view of its reputation on the racial question. It has over 300 employees of whom few are Negroes

Tape 8 Con'd

Note: This company needs follow-up and if found to be a "bad guy" file complaints.

Greenwood County - Parke-Davis & Co., Greenwood, S. C.

General Plant Mgr: E. F. Lau - ~~Condition~~ Division Mgr. Henry Blohm

Personnel Mgr: Richard W. Stowe. - This company has had a hostile interviewer and/ ~~t-t-persons in these positions.~~ tester.

It has agreed to change the persons in those positions when a suggestion to that effect was made. It has also agreed to try and get trained people to do the interviewing and testing. And

~~It is a government contract to~~ to try to place Negroes in higher jobs.

(It is a government contract, it makes surgical dressings)

Mr. Geneva Spench
Apt. 9, Crawford St.
C/o Perrins Grocery
Greenwood, S.C. 29646

GREENWOOD SC
MAY 7 1968
PM
29646

6c

(JEAM)

Mr. Mordecai C. Johnson
P.O. Box 1015
22-A East Coffee Street
Greenville, S.C. 29602

Greenwood County

1 Parke-Davis & Co.
Greenwood , S. C.

E. F. Lau, General Manager
Henry Blohm, Division Manager
Richard W. Stowe, PersonnelManager

2 Mr. Lau said they had had difficulty in obtaining Negro applicants. This plant plans an increase in work force and should warrant contact as indications are there is a shortage of labor.

3 Monsanto
Greenwood County, S. C.

R. T. Phelps, Jr. Plant Manager

This plant is located off Laurens Highway some 8 miles out of the city of Greenwood. This plant is undergoing continued expansion- both physically and in work force. Negro groups in Greenwood County were very critical of this company.
If pressure is put on this company - it should prove a good contact.

Greenwood Mills
Greenwood, /S.C.

4 James C. Self, President
J. B. Harris, Jr. Exec. Vice-Pres.
John Eck, Counsel for company

This company, At the time of visit, had a very low ratio of Negro employees, however, they were very receptive to the idea of hiring and recruiting Negroes. This is a tremendous facility- employing approximately 6500 people in 14 plants.

A visit to Mr. Self and Mr. Harris with offers of your assistance in recruiting should be fruitful.

PRESENT RACIAL PRACTICES OF COMPANY:

Describe jobs which Negroes have now _____

Are Negroes employed only in certain jobs? _____

Departments or jobs where there are no Negroes _____

Any Negro supervisors? _____ Any supervising white workers? _____

Were Negroes refused who applied for promotions or for different jobs? _____

Show names, addresses and phone numbers _____

Are lunchrooms, restrooms and lockers integrated? _____ Is EEOC Poster Prominently displayed? _____ Describe any form of discrimination practiced by this company _____

HAVE NEGRO LEADERS PREVIOUSLY VISITED THIS COMPANY? _____

DATE OF VISIT _____

Describe who was visited, information secured, impressions _____

_____

_____

Have Federal People (EEOC: OFCC) visited? _____ When _____ Purpose _____

(Tech. Assistance or complaint investigation)

NEGROES WHO HAVE APPLIED FOR WORK SINCE YOUR EMPLOYMENT PROJECT BEGAN

Name	Date	Job applied for and what happened

IF COMPLAINTS HAVE BEEN FILED, give details:

Who filed complaints?	To which agency?	Date	What happened?

FOLLOW-UP: Could this company be a major employer of Negroes in this area?
What follow-up is needed and what are your plans?

EMPLOYER DATA SHEET
(use extra sheets as necessary)

Prepared by _____

Date _____

NAME OF COMPANY _____ ADDRESS _____

If firm is branch of regional or national company, give headquarters address _____

Name of top official (president or manager _____ Name of personnel director _____

PRODUCTS _____ PLANS FOR EXPANSION OR NEW CONSTRUCTION _____

EMPLOYEES: Total number _____ Male _____ Female _____

Number Negro employees _____ Male _____ Female _____

Does company hire men and women for same or different jobs? _____

RECRUITMENT: How does company recruit new workers:
Newspaper ads? _____ (Paper) At the gate? _____ Thru local schools? _____ (which? Race?

Word of mouth through present employees? _____

State Employment Service? _____ Private Employment Agency (names and locations)
Get copies of job orders, speeches by recruiters, ads, etc., if available.

TRAINING: What kinds of training and skills are needed for work in this company?
For jobs done by men? For jobs done by women?

_____ _____

Does the company have its own on-the-job training programs? _____

Has the company used any Federal programs, such as MDTA, including OJT, for training workers?

_____

Does company have an arrangement with local public schools, including TEC or Vocational Schools, to train workers?

_____

Which jobs does company have for unskilled, semi-skilled, skilled and white collar workers? (Show number) _____

UNIONS: Name unions and state whether they have collective bargaining agreements with this company? _____

Are unions integrated? _____ Negro Officers? _____ Is there a separate Negro union? _____

List any apprenticeship training programs sponsored by unions _____

_____

EMPLOYMENT AGENCIES: Have any public or private employment agencies refused to refer Negroes to this company? Give details _____

_____

Corp Div 1/2/2

Joseph Allmon
Geo Timmerman — D/pers
Wareshoals

Regional
Greenwood Co

Drawers Lowens, Belton, Honea path, Pelzer
on Edge of 3 Co - Lowens, Abbeville & Grwd
Drawers 30% Grwd Co - mainly Wareshoals
Due west people go Abbeville

✓ 7 plts here
✓ Sork shoals - Grwd Co
Aiken
Lexington
McCormick } Mc
Johnston } Edgefield Co

T1sp

Since '61 G. Kor - E O policy formulated & promulgated
averaged 2 audits per yr

Luther Woo
Pres NAACP

Was N ofc pers - Maint Dept
via promotions - integr sales gones into - off'd N for
N.Y.

Needed Chemists —
Tech Ass'ts (ass't chemist
Cost positions (accting)
Sales trnees

Cotton + syn fabrics
3 shifts - 5 day wk
same Dept's 6

Trng - orientation - in Dept - assgd instr - Trainee
when can make prod, goes on job -

Grwd

RA Snell - Nartex
Here 27 yrs

Re Gys on assembly line - one units

Grwd shirt
East well & Oxford - hires how level

No K since 6/67 - previously 10-15 yrs on Cut K

Daniel Breirin Owner
10 West 33rd St
N. Y. N. Y

But no underwear for anyone - No space - anywhere in U.S.

Greenwood

2/20

Robt L. Granger
Dir, Piedmont TEC ex Bd mbr
Grwd

Lander youngster in day - adults at Nite

Bd mbrs (wlt Rec Cty Co Deleg
No N Tchrs - none appld
Mr. Marshall - 96, S.C.
Prin., Edgewood HS.
appld for counselor

19 total staff - 3-4

2 yrs operation -
Some adv - No results

10 - 11 N day stud of 180 - less the 18%
less at nite

e.g., welding - need shop math & algebra

Run by
Mr. Snead -
ex prin
Abbeville H.S.

Tried get N - Adv papers 3 Co., & Radio
4 hrs trng - 1.15 hrs math
" Eng
Has 30 enrolled
about 50-50 w N
" " Mab & Jem
Some guidance - bi clem;
best foot f'd - don't be scared

New machines
Something like MIND

$ 3.00 per quarter
$1.00 regis
2.00 insurance

Last Summer - MDTA - Pre TEC trng. help pass tests
pd some & not others - $20 per wk

OEO - Lake - drew Need line

will be con'd winter
~~Pre~~ Had "Make work" agreet
working 1 wk on a job then move on

Nite
Rem math
" Eng
Counseling

Has 2 N Typing course g 12
TEST
Reqmts - finish HS - have course + 25-30 wpm

Placement: Grad one class 11 boys, 3 ✗
one - Welding - Couldn't get job
in area
Has no plcmt of c r yet - unlike Grol

No piecework
at Monsanto

Day course = $300 per year
no scholarships but Grand mills
has Tolbert in Drafting course
Prof. (Dr)

Trsp - for outlying areas - Mims (McCormick Co)
can make 1 avail a retired bus ← Prin
Mims HS.
McCormick

No bus to TEC anyway
e.g., run to Monsanto about a mo -
got only 4 riders - Co quit

Mr. W. F. Robertson, Personnel Mgr
Riegel Textile Corp.,
Ware Shoals Div
Ware Shoals, S. C.

Mr. R. M. Bayne, Superintendent
Abney Mills / Grendel
Renfrew Bleachery
Jordan St.
Greenwood, S. C.

Mr. Glenn Brackett, Superintendent
Abney Mills, Panola Mill
Renfrew Bleachery
Jordan Street
Greenwood, South Carolina

APPLICATION FOR TUITION REFUND

Name ..... ☐ Hourly ☐ Salaried Date .....

Employed at ☐ Home Office (Dept.) ..... Employee No. ..... ☐ Branch .....

Job Title ..... ☐ Eligible ☐ Not Eligible <For Veteran's Educational or other Scholarship Aid>

Name of School ..... Address of School .....

NAME OF COURSE TO BE TAKEN	LENGTH OF COURSE		CREDIT HOURS	TUITION FEE	REG.-LAB. FEES	DEG. COURSE (Yes or No)
	FROM	TO				
				$	$	
			TOTALS	$	$	
			GRAND TOTAL		$	

(Maximum refund per year – $250.00)

In what way will the course(s) be of value to you in your work with the Company:

.....

.....

Signature of Employee .....

I recommend approval of this application and believe the employee has the ability to complete the course(s) satisfactorily. I find the course is related to the employee's field of work.

(SUPERVISOR)	(DATE)	(DEPT. MGR., BR SALES MGR., OR INTERNAL MGR.)	(DATE)	(MANAGEMENT DEVELOPMENT DEPARTMENT)	(DATE)

☐ Not approved (Comments) .....

NOTE: All disapproved applications must be sent to the Management Development Department.

AUTHORIZATION FOR PAYMENT – TUITION REFUND

FINAL DISTRIBUTION: UPON COMPLETION OF COURSE(S), PARTS 1, 3, & 4, WITH RECEIPT(S) AND CERTIFICATE OF COMPLETION WILL BE SUBMITTED TO THE MANAGEMENT DEVELOPMENT DEPARTMENT AND THEN TO THE CONTROLLER FOR APPROVALS. THE CONTROLLER WILL RELEASE PARTS 3 & 4 TO THE ORIGINATING DEPARTMENT (PART 3 FOR EMPLOYEE, PART 4 FOR DEPARTMENTAL PERSONNEL FILES) AND PART 1, WITH RECEIPTS, TO:

☐ *PAYROLL DEPARTMENT, DETROIT – EMP. ON DETROIT PREPARED P/R.*

☐ *BRANCH* ..... *BRANCH EMPLOYEES*

Attached are course grades and receipts for tuition, registration, and laboratory fees.

NAME OF COURSE TAKEN	FINAL GRADE	TUITION FEE	REG.-LAB. FEES
		$	$
	TOTALS	$	$
	GRAND TOTAL		$
	REFUND – 50%		$

Refunds are made only when the course has been satisfactorily completed and fees and grades are shown. Refund is limited to 50% of the cost for tuition, registration, and laboratory fees (before taxes) – maximum $250.00 per year and will be included as "Misc. Earnings" on the employee's payroll check.

APPROVALS	
DEPT. MGR. BR. SALES MGR. OR INTERNAL MGR.	DATE
MANAGEMENT DEV. DEPT.	DATE
CONTROLLER	DATE
PAYROLL USE ONLY	
PAY PERIOD PROCESSED	
ENTERED BY	

FORM 2971 (NOV. 66)

M

PART 2

APPLICATION FOR TUITION REFUND

Name ..... ☐ Hourly ☐ Salaried Date .....

Employed at ☐ Home Office (Dept.) ..... Employee No. ..... ☐ Branch .....

Job Title ..... ☐ Eligible ☐ Not Eligible <For Veteran's Educational or other Scholarship Aid>

Name of School ..... Address of School .....

NAME OF COURSE TO BE TAKEN	LENGTH OF COURSE		CREDIT HOURS	TUITION FEE	REG.-LAB. FEES	DEG. COURSE (Yes or No)
	FROM	TO				
				$	$	
			TOTALS	$	$	
			GRAND TOTAL		$	

(Maximum refund per year – $250.00)

In what way will the course(s) be of value to you in your work with the Company:

.....

.....

Signature of Employee .....

I recommend approval of this application and believe the employee has the ability to complete the course(s) satisfactorily. I find the course is related to the employee's field of work.

(SUPERVISOR)	(DATE)	(DEPT. MGR., BR SALES MGR., OR INTERNAL MGR.)	(DATE)	(MANAGEMENT DEVELOPMENT DEPARTMENT)	(DATE)

☐ Not approved (Comments) .....

NOTE: All disapproved applications must be sent to the Management Development Department.

AUTHORIZATION FOR PAYMENT – TUITION REFUND

FINAL DISTRIBUTION: UPON COMPLETION OF COURSE(S), PARTS 1, 3, & 4, WITH RECEIPT(S) AND CERTIFICATE OF COMPLETION WILL BE SUBMITTED TO THE MANAGEMENT DEVELOPMENT DEPARTMENT AND THEN TO THE CONTROLLER FOR APPROVALS. THE CONTROLLER WILL RELEASE PARTS 3 & 4 TO THE ORIGINATING DEPARTMENT (PART 3 FOR EMPLOYEE, PART 4 FOR DEPARTMENTAL PERSONNEL FILES) AND PART 1, WITH RECEIPTS, TO:

☐ *PAYROLL DEPARTMENT, DETROIT – EMP. ON DETROIT PREPARED P/R.*

☐ *BRANCH ..... BRANCH EMPLOYEES*

Attached are course grades and receipts for tuition, registration, and laboratory fees.

NAME OF COURSE TAKEN	FINAL GRADE	TUITION FEE	REG.-LAB. FEES
		$	$
	TOTALS	$	$
	GRAND TOTAL		$
	REFUND – 50%		$

Refunds are made only when the course has been satisfactorily completed and fees and grades are shown. Refund is limited to 50% of the cost for tuition, registration, and laboratory fees (before taxes) – maximum $250.00 per year and will be included as "Misc. Earnings" on the employee's payroll check.

APPROVALS	
DEPT. MGR. BR. SALES MGR. OR INTERNAL MGR.	DATE
MANAGEMENT DEV. DEPT.	DATE
CONTROLLER	DATE
PAYROLL USE ONLY	
PAY PERIOD PROCESSED	
ENTERED BY	

FORM 2971 (NOV. 66)

RETENTION: N/A

PART 3

APPLICATION FOR TUITION REFUND

Name ..... ☐ Hourly ☐ Salaried Date .....

Employed at ☐ Home Office (Dept.) ..... Employee No. ..... ☐ Branch .....

Job Title ..... ☐ Eligible ☐ Not Eligible <For Veteran's Educational or other Scholarship Aid>

Name of School ..... Address of School .....

NAME OF COURSE TO BE TAKEN	LENGTH OF COURSE		CREDIT HOURS	TUITION FEE	REG.-LAB. FEES	DEG. COURSE (Yes or No)
	FROM	TO				
				$	$	
			TOTALS	$	$	
			GRAND TOTAL		$	

(Maximum refund per year – $250.00)

In what way will the course(s) be of value to you in your work with the Company:

.....

.....

Signature of Employee .....

I recommend approval of this application and believe the employee has the ability to complete the course(s) satisfactorily. I find the course is related to the employee's field of work.

(SUPERVISOR)	(DATE)	(DEPT. MGR., BR SALES MGR., OR INTERNAL MGR.)	(DATE)	(MANAGEMENT DEVELOPMENT DEPARTMENT)	(DATE)

☐ Not approved (Comments) .....

NOTE: All disapproved applications must be sent to the Management Development Department.

AUTHORIZATION FOR PAYMENT – TUITION REFUND

FINAL DISTRIBUTION: UPON COMPLETION OF COURSE(S), PARTS 1, 3, & 4, WITH RECEIPT(S) AND CERTIFICATE OF COMPLETION WILL BE SUBMITTED TO THE MANAGEMENT DEVELOPMENT DEPARTMENT AND THEN TO THE CONTROLLER FOR APPROVALS. THE CONTROLLER WILL RELEASE PARTS 3 & 4 TO THE ORIGINATING DEPARTMENT (PART 3 FOR EMPLOYEE, PART 4 FOR DEPARTMENTAL PERSONNEL FILES) AND PART 1, WITH RECEIPTS, TO:

☐ *PAYROLL DEPARTMENT, DETROIT – EMP. ON DETROIT PREPARED P/R.*

☐ *BRANCH ..... BRANCH EMPLOYEES*

Attached are course grades and receipts for tuition, registration, and laboratory fees.

NAME OF COURSE TAKEN	FINAL GRADE	TUITION FEE	REG.-LAB. FEES
		$	$
	TOTALS	$	$
	GRAND TOTAL		$
	REFUND – 50%		$

Refunds are made only when the course has been satisfactorily completed and fees and grades are shown. Refund is limited to 50% of the cost for tuition, registration, and laboratory fees (before taxes) – maximum $250.00 per year and will be included as "Misc. Earnings" on the employee's payroll check.

APPROVALS	
DEPT. MGR. BR. SALES MGR. OR INTERNAL MGR.	DATE
MANAGEMENT DEV. DEPT.	DATE
CONTROLLER	DATE

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RETENTION: CURRENT USE

PART 4

File - Greenwood Cx

Norter Rivera
Park Ave - Greenwood
Raymond S. Sinell, Gen Mgr
Mfg underclothes

Leroy Whitt. Mrs T's cousin.
Coal grad. wks mills.

Greenwood County

Re Grwd - per JME
see

(1) Rev. Green A. Strother - W
Ret. ex-Missionary - white
Good Man - wrote 99 lttrs
in Bapt Newspaper

1st Bapt ch has small
fairly liberal group - S probably
a part

---

(2) Rev. Richard Elliot - RFD - Grwd - W -
Pastors small
country ch.
not scaed. ex student minister at
Clemson when prof fired wrongfully
Ask Everett Laitla. for
Clemson HRC

Note to Files

Greenwood County

Re Piedmont Shirt w/ plants
Mainly in Grwd Co

see Greenville Co file
Newsclip - Grwd News 12/13/67
re honors to long term E/yees
(no racial indications) - Grwd Mgr
John NAVE

Dwood County

E. W. Marshall - Reeves Bros
Corp P/Dir
576-1210
on #29 7 mi fr spbg
going toward Grol, So Side #29
2:00 p.m 2/16/68

Wm Carr, I/R Dir
Spartan mills (main ofc) -
(Also, Powell Knit)
10:00 A.M Tue 2/20

Pk Davis
Law WK of ~~2/20~~ 2/26
~~2/20~~ 2/27
Tue 3:00 P.M.
72 bypass - left at Hol Inn
on bypass don't turn to Clinton
under Ma duct - left after
Wicks Hdw etc

Grand mills
Self 8:00 A.M. 2/16 Fri, his ofc

Tue 1:00 PM 2/20/68 Chemstrand
Mr. Keenan, P/Dir

A10

~~Grood Co~~ Greenwood County
(37% Negro, 1966 est)

1. Parke-Davis & Co
Cokesbury Rd
Greenwood, S.C. (34% Negro, 1966 est)
E. F. Lau, Plant General Mgr
Henry Blohm, Div. Mgr.
Richard W. Stowe, Pers. Mgr.

In 1966, had about 400 E/yees, about 10% Negro
" 1967 " " 700 " 10-15% Negro, including 2 Office & Clerical. Stated would need 150 "within the next few months."

Co makes surgical dressings and has Govt contract.

Committed to change one hostile white interviewer & try to get "trained people" as interviewers (no racial specification) and will "try to get Negroes" in the higher jobs

Needs following

2. Greenwood Mills
Executive Bldg (Main Office)
Morgan St
Greenwood, S C
James C Self, Pres.
J. B. Harris, Jr., Exec V.P.
John Eck, Counsel

(Ind Dir shown 12 -- 8 in Grwd; 4 in 96)

Company has 14 plants in County. Has Gov't contracts. Deals in Cotton + Synthetics. Eight of the 14 plant Managers met with ATRO. Combined work force over 6,000, mostly male, about 18 or 15% Negro, essentially production. Expected to lose about 400 people (including retirements) and to have about 300 New hires by end of 1967. Self (Pres.) seemed "favorable" toward putting Negroes in the personnel + PR offices 6/67. Company needs followup. Pattern on number + levels of Negroes varies. ~~Those that stand out are~~:

~~Service Dept~~ - Repair + service machinery for all plants - mainly unskilled male - about 300 persons, no apprenticeship involved

Central Office - about 300 E/yees, virtually No Negroes

Mathews Plant - Cotton + Synthetic cloth - 1500 E/yees, few Negroes - No OJT or Apprentice

Greenwood Plant - same - over 700 - 10-15% Negroes none skilled

Harris Plant

skipping details, the pattern is 10-15% Negro work force per plant, absence of Negroes above semi-skilled levels and from central office, and no provisions for training or apprenticeships. This company needs followup. It provided ATRO a list showing Negro employees by position classification. What's needed is list of job openings and requirements, pay, etc. If at all possible, see Self (pres.) personally (if we can catch him) and if its to be a big meeting (14 plant mgrs, atty, etc.) don't go alone.

3. Chemstrand Co., Div of Monsanto Co.
Ninety Six Hwy (1960)
P.O. 1057
Grwd
R T. Phelps, Jr., Plant Mgr
G.E. Kenon, Jr.
(T.E. Ates, Jr., P.A., per Ind. Div)

Plant has over 300 E/yees (Ind Div indicates 2400, probably whole company) & few Negroes. Has bad reputation in N community. stated "Negroes don't apply." Refused to talk with Ad Hoc Employment Committee (Robinson et al); rather establish own. Has Gov't Contract, expects 500 new hires, including "many" Negroes if can find Committed to correct a racist supervisor & eliminate all white social functions. Looks like a "bad guy" might be worth a try & file complaints but probably won't get much here.

Greenwood Co. 3/25

Rev. E. L. Cain
223-5730
Call - Tompkins Ave

Norman
When can help
But not even 1 day wk
would wk at Nite

Possibly
Can come
- but not stay
will let know closer as
time

Monsanto - ~~Front Page~~
Hiring — Grand Index
large Call
3rd Page

Eng 7. Vol

TEAM

OFFICE OF RESEARCH AND REPORTS
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
1800 G Street, N. W.
Washington, D. C. 20506

NEGRO EMPLOYMENT IN THE TEXTILE INDUSTRIES OF NORTH AND SOUTH CAROLINA

SUBMITTED BY DONALD D. OSBURN
NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

Research Report 1966-10
November 21, 1966

FOREWORD

From time to time the Equal Employment Opportunity Commission will publish studies of minority group employment patterns and opportunities in specified industries and areas, utilizing background material prepared the staff of its Office of Research and Reports or by consultants from the academic community, and also information obtained from the employer reporting system which it established in 1966 in cooperation with the Office of Federal Contract Compliance. This is the first such study to be published and it will soon be supplemented by an analysis of a sample of occupational data on EEO-1 reports filed by about 400 establishments in the textile mill products industry of the Carolinas.

The textile industry in the Carolinas was chosen as the subject of the initial report in this series because it is the largest source of manufacturing jobs in an area where Negroes comprise a substantial portion of the population; and because recent evidence, including that collected in the course of investigations of charges filed with the Commission under Title VII of the Civil Rights of Act of 1964, had revealed a significant improvement in employment opportunities for Negro workers in an industry which until the mid-1960's was cited for policies

historically excluding these workers, particularly Negro females, from the work force. It was believed that a verification of these trends and publication of the results of such a study would create greater awareness among Negro citizens that doors heretofore closed to them were opening, and would also stimulate employers and other forces in the community to greater efforts in utilizing the skills and services of persons of all races within the two States.

Dr. Donald D. Osburn, Assistant Professor of Economics at North Carolina State University at Raleigh, now a member of the University of Missouri faculty was asked by the Commission to prepare this background study of industry trends. Dr. Robert M. Fearn of North Carolina State provided various materials also utilized herein. Both were encouraged to express freely their professional judgment in the preparation of this study and the points of view or opinions stated in this document do not necessarily represent the official position or policy of the United States Government.

The Commission and this office are especially indebted to Dr. Phyllis Wallace, Acting Chief of the Technical Studies Division, who was instrumental in the selection of Dr. Osburn for this assignment, who worked closely with him in planning the study, and who contributed her sound judgment, keen insight -- and much of her time in recent weeks -- to its production in this form.

A note of of thanks is also due Christopher Visher, a summer employee of the Commission who has now resumed his studies at the Columbia University Law School, for this skillful editing and careful review of the manuscript.

Charles B. Markham
Director
Office of Research and Reports

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SUMMARY OF FINDINGS AND CONCLUSIONS

1. South. Since 1940 the South has been trying to raise per capita income by increasing its industrialization. By 1964, though, per capita income was still only 77 percent of the U. S. average.

2. Carolinas. These states follow the economic pattern of the South as a whole. Despite the influx of high wage industries, per capita personal income of North and South Carolina was 77 percent and 67 percent, respectively, of the U. S. for 1965. This is due in part to the high concentration of workers in low wage textile employment: 383,700 persons, or 43.6 percent of the manufacturing work force, were engaged in textile mill production in 1965.

3. Textile industry. In terms of value added (value of shipment goods less total cost of materials) almost 43 percent of all textile mill production in the U. S. was located in these two states in 1963.

Nationally, the textile industry is a declining one, and even in the Carolinas, where it has shown regional growth, it is employing a declining share of total employment.

Since 1960, the influx of new industry has created a tight labor market and whites have been moving from textiles to higher paying industries. As a result, the textile mill products industry has had to raise wages and hire Negroes to meet its labor needs. Traditionally, however, the industry has been characterized

Unfortunately
Expression but
trace & indication of reg. desire

by low wages and near-total exclusion of Negroes.

The low wages, which are still among the lowest in the manufacturing sector, may be accounted for by:

(a) the existence of an abundant labor supply, due largely to the use of women for many jobs in the industry;

L Rural

(b) the relatively little value added per employee. The industry could not afford to pay higher wages and still remain competitive; and

?

(c) the lack of unionization (even now, only about 10 percent of the work force is organized).

Until as late as 1960, Negroes were almost wholly excluded from the industry, primarily because

(a) the social cohesion of the small, mill town communities and the history of strike violence discouraged integration attempts;

"Strike Violence" vs. Labor Relations Violence and

(b) in their own areas, mills were relatively high-wage employers and could attract all the white labor they needed; and

(c) many jobs could be and were done by women, so there was almost always an ample labor supply available; owners would hire women before Negroes if at all possible.

Technological advances have brought many changes to the industry. Greater machine speed and efficiency allows mills to maintain the same output with fewer workers. Also greater sophistication of the machines has created a demand for workers with greater skill than was required before.

Speed-ups historically

?. Yes

4. Implications for the future. The problems now are how to use the current tight labor market conditions to the best advantage of the Negro, how to prepare him for the higher skilled and higher paying jobs which are being created or are coming available, and how to protect him from general economic declines in textiles or in other industries. The following are among the steps which should be taken:

✓ EEOC trend carefully in helping lock-in Negroes into a new range of low paid jobs

(a) Encourage Negroes to continue their education and end the quality differential in their education and that of whites.

(b) Encourage mobility:

1. Occupational. This entails (a) better dissemination of job information and

(b) government action to increase Negro participation in vocational education courses.

2. Geographic. From agricultural to urban areas of the Carolinas. This can be encouraged by intensification of relocation programs.

of people? or of industry?

I. INTRODUCTION

The textile mill products industry accounts for almost 45 percent of all manufacturing employment in the Carolinas, yet, historically, Negroes have been almost wholly excluded from it. One of the most important findings of this paper, though, is that since 1960 there has been a marked change in this pattern. Tight labor market conditions, Federal legislation, and progressive state and Federal programs have all helped break down the barriers to Negro employment in textiles.

The purpose of this paper is to (1) identify some of the changes which have taken place in the textile industry, (2) indicate changes which are presently occuring or can be expected in the near future, and (3) explain how these changes have affected and can be expected to affect the Negro. The paper is particularly concerned with the effect of technological change on Negro employment opportunities. Changes in the textile mill products industry are placed in the context of overall economic changes in the South and in the Carolinas.

The conclusion summarizes some of the ways in which Negroes may be prepared to cope with the constantly changing labor demands which accompany new technology and explains why it is important that Negroes make employment gains in textiles, even though it is not a "growth" industry.

Throughout this paper the terms "Negro" and "nonwhite" are used interchangeably. In the South, 99.1 percent of all nonwhites were Negro and in North and South Carolina, combined, Negroes comprised 98.1 percent of the nonwhite population as of 1960.

II. ECONOMIC GROWTH IN THE SOUTH

The South,* with its history of low incomes, proportionally large Negro population, and low educational standards, has lagged behind other sections of the U. S. in economic growth in terms of increases in per capita income. In 1964, the average annual per capita income in the South was 77 percent of the U. S. average -- $1720 as opposed to $2233. One scholar, Maddox, suggests that the South's retarded development resulted from forms of social and economic organization that led to shortages of well educated and skilled workers, to inadequate supplies of high quality capital, to a lack of up-to-date techniques, and to a paucity of innovating entrepreneurs. 1/

Basically, four methods of resolving the problems caused by the region's backwardness have been proposed: (1) Revive agrarianism. Proponents of this solution emphasize the virtues of rural life and urge the return to a self-sufficient agriculture. (2) Modernize agriculture. Advocates of this technique were successful in gaining Federal intervention; the region's major commodities, tobacco, cotton, and peanuts now have restricted production quotas. (3) Encourage out-migration. (4) Industrialize.

* The South includes the following states: Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, and Virginia.

Technological advances in the farm sector have decreased the demand for farm labor and have forced off-farm migration. However, the South has grown almost at the national rate and out-migration has as yet served to alleviate the region's economic problems only slightly.[2/] In fact, migration alone may not be an effective method of helping the low income families. W. H. Nicholls points out that there were counties in the Piedmont which had large-scale out-migration for more than a century yet continued to be characterized by large numbers of low-income families.[3/]

Also, migration as a means of decreasing income disparity may cost more, in terms of human capital lost, than it is worth. Hamilton, for example, has found from a study of migration during the 1950-60 decade that the largest groups of migrants included two groups, the very poorly educated and the well educated.[4/] These two groups were larger than the migrant group with a moderate amount of education. In addition, a larger percentage of well educated Negroes than of well educated whites migrated. This pattern of migration has made relatively unsuccessful the South's efforts to put its per capita income on a par with that of the rest of the United States. The exodus of educated youth of productive ages has hindered the South more than the migration of persons with very little education has helped it.

The shortcomings and failures of all other methods of reducing the income disparity between the South and the non-South have resulted in an increased emphasis on the fourth remedy, industrialization. World War II, which increased southern incomes by increasing industrialization and rapid out-migration, and by introducing large Federal disbursements for military purposes, set the stage for the South's "take off" toward economic development.

The transition of the South from a rural-agricultural to an urban-industrial orientation proceeded at a rapid pace during the forties and fifties, but the economic gap between the South and the rest of the country had not been closed by 1960. Nevertheless, at the end of the two decades, the South was committing a larger share of its resources to non-agricultural production than ever before. See Table 1 for percent change in employment by major industry groups, 1940-60.

The Negro population in the South during the 1940-60 period was marked by high mobility. Negro employment in agriculture declined by 960,000 as more efficient farming methods reduced the need for farm labor and industry offered comparatively high-paying alternative employment. Many Negroes migrated to the North rather than to southern urban centers. As a result, the South's share of Negro employment decreased from 71.6 percent of the total to 49.3 percent. By 1960, Negroes made up approximately 21 percent

TABLE 1

PERCENT CHANGE IN EMPLOYMENT BY MAJOR INDUSTRY GROUPS, WHITE AND NONWHITE, UNITED STATES, SOUTH AND NON-SOUTH, 1940-1960

REGION AND INDUSTRY	1940-1950			1950-1960			1940-1960		
	TOTAL	WHITE	NONWHITE	TOTAL	WHITE	NONWHITE	TOTAL	WHITE	NONWHITE
UNITED STATES									
All industries	24.5	25.0	19.9	14.5	14.4	15.4	42.5	43.0	38.3
Total, goods producing	17.8	18.9	8.0	1.2	2.6	-12.2	19.2	22.1	- 5.2
Agr., forestry, fisheries	-17.4	-14.7	-29.1	-38.0	-36.6	-45.3	-48.8	-46.0	-61.2
Manufacturing	37.8	34.9	93.2	19.9	20.1	17.8	65.3	62.0	127.5
Mining	1.8	3.0	-17.0	-29.6	-28.5	-51.3	-28.4	-26.4	-59.6
Construction	67.3	64.3	106.4	10.2	9.9	12.9	84.4	80.6	133.1
Total, service producing	31.1	31.1	30.9	20.6	20.0	25.7	58.2	57.4	64.5
Transp., comm., p. u.	40.3	38.5	65.8	1.5	1.6	.4	42.4	40.8	66.5
Trades	39.9	38.2	71.5	11.3	10.5	23.5	55.8	52.8	111.7
Fin., ins., real estate	30.5	30.8	23.5	40.2	41.0	22.2	82.9	84.6	51.0
Services	17.9	19.7	9.9	33.2	34.4	27.5	57.1	60.9	40.1
Government	41.9	35.9	211.3	27.4	24.3	64.8	80.8	68.9	412.9
Industry not reported	22.1	19.0	53.9	209.0	183.7	410.4	277.2	237.5	685.6
SOUTH									
All industries	19.0	27.1	- 2.1	13.6	18.3	- 2.6	35.2	50.4	- 4.7
Total, goods producing	3.3	9.8	-13.4	- 6.2	0.1	-27.6	- 3.1	9.9	-37.3
Agr., forestry, fisheries	-24.9	-21.9	-30.6	-46.0	-45.3	-47.4	-59.4	-57.3	-63.5
Manufacturing	40.7	42.1	33.9	33.5	40.3	1.2	87.8	99.4	35.6
Mining	23.5	29.0	-21.2	-12.9	-10.8	-41.2	7.4	15.0	-53.7
Construction	89.5	90.6	84.2	17.7	18.6	13.1	122.9	126.1	108.4
Total, service producing	39.0	49.0	12.4	29.1	32.2	17.9	79.5	97.0	32.5
Transp., comm., p. u.	52.4	56.9	33.4	10.9	14.6	- 7.5	69.1	79.8	23.3
Trades	56.2	55.8	59.2	21.2	22.1	15.2	89.3	90.2	83.4
Fin., ins., real estate	54.9	59.5	18.3	65.0	69.5	16.4	155.6	170.4	37.7
Services	19.6	38.4	-22.8	36.2	44.6	21.9	62.9	100.1	18.4
Government	47.3	41.4	172.8	38.8	38.7	39.2	104.5	96.2	279.8
Industry not reported	57.4	67.6	30.1	149.9	142.1	176.6	293.4	305.9	259.8

TABLE 1 (cont'd)

REGION AND INDUSTRY	1940-1950			1950-1960			1940-1960		
	TOTAL	WHITE	NONWHITE	TOTAL	WHITE	NONWHITE	TOTAL	WHITE	NONWHITE
NON-SOUTH									
All industries	26.5	24.4	75.6	14.8	13.3	40.7	45.2	40.9	147.0
Total, goods producing	24.4	22.0	114.2	4.1	3.4	18.6	29.4	26.2	153.9
Agr., forestry, fisheries	- 9.8	- 9.8	-10.3	-31.3	-31.5	-24.6	-38.1	-38.3	-32.4
Manufacturing	33.2	33.6	197.6	17.0	16.3	30.9	60.5	55.3	289.6
Mining	- 6.7	- 6.4	-12.2	-38.4	-37.5	-61.4	-42.6	-41.6	-66.1
Construction	59.7	56.7	146.9	7.1	6.8	12.7	71.2	67.4	178.2
Total, service producing	28.8	27.1	58.9	17.9	16.8	34.2	51.9	48.4	113.2
Transp., comm., p. u.	37.2	34.6	112.5	- 1.1	- 1.6	7.6	35.6	32.4	128.8
Trades	35.5	33.9	86.5	8.2	7.2	32.2	46.6	43.5	146.5
Fin., ins., real estate	26.0	25.9	26.5	34.5	34.9	25.4	69.5	69.9	58.7
Services	17.3	15.8	32.7	32.1	31.8	34.6	55.0	52.7	78.6
Government	40.3	34.2	227.5	23.9	19.9	73.7	73.8	61.0	469.0
Industry not reported	12.5	9.0	98.3	231.3	196.7	695.9	272.9	223.5	1478.4

Derived from U. S. Census of Population: 1940, 1950, and 1960.

of the total population in the South and represented somewhat less than one fifth of its civilian labor force.

Negro employment in non-agricultural occupations in the South increased by 35.6 percent during the two decades of the forties and fifties, as opposed to 140.7 percent in the non-South, with major gains being made in manufacturing, construction, wholesale and trade, and government.[5/] The differences in rates of increases reflected the great migration of Negroes from the South. See Table 1. Manufacturing made large employment gains from 1940-50 but only moderate gains from 1950-60. By 1960, 23 percent of all white workers were employed in manufacturing industries, as compared with 14 percent of all Negro workers. Significant differences in the occupational classifications prevailed in that 44 percent of the white workers but only 9 percent of the Negro labor force were in white collar jobs.

cf to each industry category from EEOC reports

The nonwhite shares of employment by major industry groups, which are reported in Table 2, reveal how Negroes are distributed among various employment alternatives. A convenient way of comparing shares held by Negroes is to calculate and compare <u>indexes of representation</u>. The index is computed by dividing the percentage of all workers in a given classification who are Negro by the percentage of Negroes in the total work force. This index provides

TABLE 2

NONWHITE SHARES OF EMPLOYMENT BY MAJOR INDUSTRY GROUPS AND INDEX OF INDUSTRY REPRESENTATION, SOUTH AND NON-SOUTH, 1940-1960 a/

REGION AND INDUSTRY	PERCENT NONWHITE			INDEX OF INDUSTRY REPRESENTATION		
	1940	1950	1960	1940	1950	1960
UNITED STATES						
All Industries	10.3	10.0	10.0	100.0	100.0	100.0
Total, goods producing	10.4	9.6	8.3	101.0	96.0	83.0
Agr., forestry, fisheries	18.5	15.8	14.0	179.6	158.0	140.0
Manufacturing	5.0	7.0	6.9	48.5	70.0	69.0
Mining	5.9	4.8	3.3	57.3	48.0	33.0
Construction	7.1	8.7	9.0	68.9	87.0	90.0
Total, service producing	10.3	10.3	10.7	100.0	103.0	107.0
Transp., comm., p. u.	6.6	7.8	7.7	64.1	78.0	77.0
Trades	5.1	6.3	7.0	49.5	63.0	70.0
Fin., ins., real estate	4.8	4.5	4.0	46.6	45.0	40.0
Services	18.5	17.3	16.5	179.6	173.0	165.0
Government	3.5	7.6	9.8	34.0	76.0	98.0
Industry not reported	8.9	11.2	18.5	86.4	112.0	185.0
SOUTH						
All industries	27.5	22.6	19.4	100.0	100.0	100.0
Total, goods producing	27.8	23.3	17.9	101.1	103.1	92.3
Agr., forestry, fisheries	34.2	31.6	30.8	124.4	139.8	158.8
Manufacturing	18.2	17.3	13.1	66.2	76.5	67.5
Mining	11.0	7.0	4.7	40.0	31.0	24.2
Construction	18.0	17.5	16.8	65.4	77.4	86.6
Total, service producing	27.2	22.0	20.1	98.9	97.3	103.6
Transp., comm., p. u.	19.0	16.6	13.8	69.1	73.5	71.1
Trades	13.1	13.4	12.7	47.6	59.3	65.5
Fin., ins., real estate	11.2	8.6	6.0	40.7	38.1	30.9
Services	45.5	36.9	33.1	165.5	163.4	170.6
Government	4.5	8.3	8.4	16.4	36.7	43.3
Industry not reported	27.2	22.4	24.8	98.9	99.1	127.8

TABLE 2 (cont'd)

REGION AND INDUSTRY	PERCENT NONWHITE 1940	1950	1960	INDEX OF INDUSTRY REPRESENTATION 1940	1950	1960
NON-SOUTH						
All industries	4.0	5.6	6.8	100.0	100.0	100.0
Total, goods producing	2.5	4.4	5.0	62.5	78.6	73.5
Agr., forestry, fisheries	2.7	2.7	3.0	67.5	48.2	44.1
Manufacturing	2.2	4.8	5.4	55.0	85.7	79.4
Mining	3.9	3.7	2.3	97.5	66.1	33.8
Construction	3.4	5.2	5.5	85.0	92.9	80.9
Total, service producing	5.3	6.5	7.4	132.5	116.1	108.8
Transp., comm., p. u.	3.4	5.2	5.7	85.0	92.9	83.8
Trades	2.9	4.0	4.9	72.5	71.4	72.1
Fin., ins., real estate	3.6	3.6	3.4	90.0	64.3	50.0
Services	9.0	10.2	10.4	225.0	182.1	152.9
Government	3.2	7.4	10.3	80.0	132.1	151.5
Industry not reported	3.9	6.9	16.6	97.5	123.2	244.1

a/ Derived from U. S. Census of Population: 1940, 1950, and 1960.

a uniform standard by which to compare the extent of Negro employment in different industries or areas or in the same industry or area but at different periods of time. For example, Negroes accounted for 13.1 percent of the manufacturing work force and 19.4 percent of all employment in the South in 1960. See Table 2. Therefore, $\frac{13.1}{19.4} = 67.5$ is the index of representation for manufacturing. Parity would indicate that the share of employment held by Negroes in a given industry was exactly the same as the share of total employment held by Negroes. The indexes of representation of Table 2 show a significant increase in manufacturing employment in the non-South from 55.0 to 79.4 while in the South it remained about the same in 1960 as in 1940.

III. STRUCTURE OF THE ECONOMY OF NORTH AND SOUTH CAROLINA

During the past decade the Carolinas have been especially successful in their efforts to become more industrialized. Lured by inducements such as low construction costs, favorable wage rates, large labor supplies, and expanding markets, new industries, especially machinery and chemicals, have poured into the region. See Table 3 for percent increase of new industrial growth in fourth quarter 1965 over 1964 for North Carolina.

In both states, however, a high proportion of manufacturing activity is still concentrated in the textile mill products industry; textile mill workers represented almost 45 percent of their combined manufacturing employment in 1965.

Between 1958 and 1963 manufacturing employment in North Carolina expanded an impressive 15.5 percent to give the state an insured work force of almost 540,000 persons. By the fourth quarter of 1965 insured manufacturing had reached 615,100 employees, 41.2 percent of whom were in textile mill production. See Tables 4 and 5 for manufacturing employment by industry for 1960-65. In terms of value added (value of shipment goods less total cost of materials), which is considered to be the best value measure

TABLE 3

NEW INDUSTRIAL GROWTH
IN NORTH CAROLINA [a]

	INSURED EMPLOYMENT FOURTH QUARTER, 1965	PERCENT INCREASE OVER FOURTH QUARTER, 1964
	(thousands)	(percent)
All manufacturing [b]	615.1	6.3
Textile Mill Products	253.2	6.0
Furniture and Fixtures	59.7	6.2
Apparel and Other Finished Goods	58.4	9.0
Food and Kindred Products	36.7	2.6
Tobacco Manufacturing	35.6	-11.0
Electrical Machinery and Equipment	31.4	17.2
Lumber and Wood Products	29.5	1.8
Non-Electrical Machinery	20.6	29.0
Chemical and Allied Products	18.5	11.6
Paper and Allied Products	15.1	4.1
Stone, Clay and Glass Products	12.6	6.8
Printing, Publishing and Allied Activities	11.3	5.2
All other Manufacturing	32.5	na

a/ Data from Bureau of Employment Security Research, Employment Security Commission of North Carolina, Insured Employment and Wage Payments (Raleigh: ESC of North Carolina, June 1966), Table C.

b/ Figures may not add due to rounding.

TABLE 4

ANNUAL AVERAGE
INSURED EMPLOYMENT IN NORTH CAROLINA
MANUFACTURING ESTABLISHMENTS, 1960-1965 a/

(Thousands)

INDUSTRY	YEAR 1960	1961	1962	1963	1964	FOURTH QUARTER 1965
All Manufacturing b/	507.3	504.6	529.4	539.8	560.3	615.1
Textile Mill Products	223.8	222.2	231.1	229.4	234.7	253.2
Furniture and Fixtures	44.9	44.4	47.7	50.0	54.3	59.7
Tobacco Manufacturing	33.6	33.6	34.7	34.1	32.8	35.6
Lumber and Wood Products	31.7	28.6	28.6	28.7	29.0	29.5
Food and Kindred Products	32.9	33.0	33.7	34.2	35.3	36.7
Apparel and Other Finished Goods	35.6	38.3	43.9	47.9	52.2	58.4
Electrical Machinery and Equipment	24.9	25.0	24.7	25.1	25.8	31.4
Paper and Allied Products	14.5	14.3	14.3	14.0	14.3	15.1
Chemical and Allied Products	13.0	13.2	14.4	16.3	16.5	18.5
Non-Electrical Machinery	11.7	11.5	12.6	14.1	15.2	20.6
Stone, Clay and Glass Products	na	na	na	na	na	12.6
Printing, Publishing and Allied Activities	na	na	na	na	na	11.3
All Other Manufacturing	40.9	40.7	43.7	46.2	50.1	32.5

a/ Bureau of Employment Security Research, Employment Security Commission of North Carolina, Insured Employment and Wage Payments (Raleigh: ESC of North Carolina, various issues, 1960-1965).

b/ Figures may not add to totals due to rounding.

TABLE 5

COMPOSITION OF MANUFACTURING EMPLOYMENT
IN NORTH CAROLINA, 1960-1965 [a]

(Percent)

INDUSTRY	YEAR 1960	1961	1962	1963	1964	FOURTH QUARTER 1965
All Manufacturing [b]	100.0	100.0	100.0	100.0	100.0	100.0
Textile Mill Products	44.1	44.0	43.7	42.5	41.9	41.2
Furniture and Fixtures	8.8	8.8	9.0	9.3	9.7	9.7
Tobacco Manufacturing	6.6	6.7	6.5	6.3	5.9	5.8
Lumber and Wood Products	6.2	5.7	5.4	5.3	5.2	4.8
Food and Kindred Products	6.5	6.5	6.4	6.3	6.3	6.0
Apparel and Other Finished Goods	7.0	7.6	8.3	8.9	9.3	9.5
Electrical Machinery and Equipment	4.9	4.9	4.7	4.6	4.6	5.1
Paper and Allied Products	2.9	2.8	2.7	2.6	2.6	2.5
Chemical and Allied Products	2.6	2.6	2.7	3.0	2.9	3.0
Non-Electrical Machinery	2.3	2.3	2.4	2.6	2.7	3.3
Stone, Clay, and Glass Products	na	na	na	na	na	2.0
Printing, Publishing and Allied Activities	na	na	na	na	na	1.8
All Other Manufacturing	8.1	8.1	8.2	8.6	8.9	5.3

a/ Bureau of Employment Security Research, Employment Security Commission of North Carolina, Insured Employment and Wage Payments (Raleigh: ESC of North Carolina, various issues, 1960-1965).

b/ Figures may not add to totals due to rounding.

for comparing the relative economic importance of manufacturing among industries and geographic regions, North Carolina's $4,168 million of value added by manufacturing in 1963 represented a 50 percent increase over 1958.

North Carolina's manufacturing activity is highly concentrated in the Central Piedmont. Forty-eight percent of the state's manufacturing employment is concentrated in the ten largest industrial counties; i.e., Guilford, Forsyth, Mecklenburg, Gaston, Cabarrus, Catawba, Alamance, Buncombe, Davidson, and Iredell, nine of which are in the Central Piedmont. During 1958-1963 the less industrialized counties with labor surpluses and lower wages experienced greater relative growth in manufacturing employment while the large manufacturing centers of the Piedmont had the greatest absolute gains.[6/]

Between 1958 and 1963, manufacturing employment in South Carolina increased 15.8 percent, with a work force of 267,898 engaged in manufacturing activities by 1963. By 1964, employment in manufacturing had increased to 276,300, with 49.4 percent employed in textile mill products. Value added in South Carolina in 1963 amounted to $2,117 million, an increase of 56 percent over 1958. Of this total, $937 million was contributed by the textile mill products industry and $334 million by chemical and allied

products industries. See Tables 6 and 7 for manufacturing employment by industry.

Although both North and South Carolina have a larger proportion of their work forces in manufacturing than does the nation as a whole, average weekly factory earnings ($75.67 and $76.67, respectively, in 1963) lagged considerably behind averages for the nation ($114.02) and for the South Atlantic Region ($90.67). The industrial composition in the manufacturing sector was primarily responsible for the wage lag; the textile industry, with its below average wage structure, provided about 45.5 percent of the manufacturing employment in 1965 in these states, as compared to a national average of 5.1 percent.[7/] By 1965 the per capita personal income of North and South Carolina was 77 percent and 67 percent, respectively of the U. S. average.

Though there have been significant declines in agricultural employment in these states, as in the South as a whole, both still have a sizeable number of persons in agriculture. According to the 1960 population census data, 13 percent (204,888) of the employed in North Carolina and 12 percent (94,036) in South Carolina were attached to the agricultural sector. Recent statistics from the U. S. Department of Agriculture showed 462,000 workers on farms in these two states for 1965.[8/]

Rural & Ag.

TABLE 6

ANNUAL AVERAGE INSURED EMPLOYMENT IN SOUTH CAROLINA MANUFACTURING ESTABLISHMENTS, 1960-1964 [a]

INDUSTRY	YEAR 1960	1961	1962	1963	1964
	(Thousands)				
All Manufacturing	243.5	244.1	258.6	267.9	276.3
Textile Mill Products	131.4	130.6	133.8	134.7	136.4
Food and Kindred Products	11.4	11.7	11.8	11.7	11.7
Tobacco Manufacturing	1.4	1.6	1.6	1.6	1.6
Apparel and Kindred Products	31.1	31.4	34.2	37.2	38.6
Lumber and Wood Products	16.5	15.2	15.5	15.1	15.0
Furniture and Fixtures	3.3	3.4	3.7	3.7	3.8
Paper and Allied Products	8.2	8.3	8.6	9.2	9.7
Printing, Publishing, and Allied Activities	3.4	3.5	3.5	3.6	3.6
Chemicals and Allied Products	12.8	13.6	15.1	15.8	16.2
Rubber and Miscellaneous Plastic Products	-	-	1.3	1.4	1.6
Stone, Clay and Glass Products	6.8	6.7	7.2	7.5	8.1
Primary Fabricated Metal Products	3.0	3.1	4.3	3.5	5.2
Machinery, (except Electrical)	5.6	5.3	6.2	8.5	10.0
Electrical Machinery	3.6	4.1	6.0	6.8	7.3
Transportation Equipment	.7	.7	.7	.9	1.1
Professional, Scientific, and Controlling Instruments	1.0	1.0	1.8	2.3	2.4
All other Manufacturing	2.9	3.5	3.1	3.2	3.6

a/ Research and Statistics Section, South Carolina Employment Security Commission, Average Monthly Covered Employment, Total Annual Payroll and Employing Units by Counties in South Carolina, Columbia, South Carolina (various issues 1960-1964).

TABLE 7

COMPOSITION OF MANUFACTURING EMPLOYMENT
IN SOUTH CAROLINA, 1960-1964 [a]

INDUSTRY	YEAR 1960	1961	1962	1963	1964
	(percent)				
All Manufacturing	100.0	100.0	100.0	100.0	100.0
Textile Mill Products	54.0	53.5	51.7	50.3	49.4
Food and Kindred Products	4.7	5.2	4.6	4.4	4.2
Tobacco Manufacturing	.6	.6	.6	.6	.6
Apparel and Kindred Products	12.8	12.9	13.2	13.9	14.0
Lumber and Wood Products	6.8	6.2	6.0	5.6	5.4
Furniture and Fixtures	1.4	1.4	1.4	1.4	1.4
Paper and Allied Products	3.7	3.4	3.3	3.4	3.5
Printing, Publishing, and Allied Activities	1.4	1.4	1.4	1.3	1.3
Chemicals and Allied Products	5.2	5.6	5.8	5.9	5.9
Rubber and Miscellaneous Plastic Products	-	-	.5	.5	.6
Stone, Clay and Glass Products	2.8	2.7	2.9	2.8	2.9
Primary Fabricated Metal Products	1.2	1.3	1.7	1.3	1.9
Machinery, (except Electrical)	2.3	2.2	2.4	3.2	3.6
Electrical Machinery	1.5	1.7	2.3	2.5	2.6
Transportation Equipment	.3	.3	.3	.3	.4
Professional, Scientific, and Controlling Instruments	.4	.4	.7	.8	.9
All Other Manufacturing	1.2	1.4	1.2	1.2	1.3

a/ Research and Statistics Section, South Carolina Employment Security Commission, Average Monthly Covered Employment, Total Annual Payroll and Employing Units by Counties in South Carolina, Columbia, South Carolina (various issues 1960-1964).

IV. TEXTILE MILL PRODUCTS INDUSTRY

A. GENERAL CHARACTERISTICS

The textile mill products industry, (Standard Industrial Classification 22), includes weaving, knitting, dyeing and finishing, manufacture of yarn and thread, floor covering and miscellaneous textile goods. According to the 1963 Census of Manufactures, the Carolinas accounted for almost 43 percent of all textile mill production in the United States in terms of value added by manufacturing. In 1965, 383,700 persons in the Carolinas, or 43.6 percent of manufacturing employees, were engaged in textile mill production.

Growth

From 1960 to 1964, employment in the textile mill products industry in North and South Carolina increased by 5.0 and 3.8 percent, respectively. Fourth quarter 1965 figures for North Carolina show a 6 percent expansion over the previous year. These increases are due in part to increased military demands and increased civilian demands caused by general economic growth. They also reflect the impetus given the industry by the elimination in 1964 of the two-price cotton plan, an export subsidy marketing policy which had given foreign textile manufacturers approximately an eight cents per pound advantage in purchasing raw cotton, thus enabling them to increase their share of domestic and world markets.*

Good - Action on Cotton price

* The two-price system was ended by extending the benefit of lower prices to domestic buyers.

While the two-price cotton plan had been in effect, it had encouraged structural changes in the industry; mergers of smaller companies with larger ones increased during this period, larger firms tended to diversify, and all firms tended to turn to man-made fibers. As a result, removal of the restrictions left the industry in a relatively strong competitive posture.

B. WAGES

Wages in the textile industry have been and continue to be among the lowest of any industry in the manufacturing sector. In 1964, for example, the average annual wage in textiles was $3767 in South Carolina and $3912 in North Carolina. By comparison, chemical workers in North Carolina made $6000 in the same year. The industry's occupational mix, the relatively small degree of unionization, the relatively small additions to value from processing, and an abundant labor supply have all played a part in keeping wages down. Increased industrialization, however, has created greater competition, in the labor market and in 1966 a round of wage increases for southern textile workers spread rapidly throughout the South.*

low wage

* Burlington Industries and J. P. Stevens announced pay increases on May 6, 1966, that averaged about five percent increase in wage and fringe benefits.[9]

*

At same time that profits were high — so it can be done!

Happy to see develop & decline of proportion of employees in textile — not anti-textile, but pro-region (unfortunately)

C. OCCUPATIONAL MIX

In 1960, approximately 15 percent of textile mill workers were white collar employees and the rest were blue collar and service workers engaged in occupations which did not require a high degree of skill or training. See Table 8. At that time, most blue collar workers were concentrated in the "operatives and kindred workers" category, which accounted for 67.3 percent of all textile employment. It is likely, however, that a more recent analysis of occupational mix would show that under the impact of new technology, to be discussed shortly, technicians presently comprise a larger proportion of the work force.

D. UNIONISM

In North and South Carolina, respectively, only 6.7 and 7.9 percent of all employees in non-agricultural establishments were members of labor unions as of 1964. This is in marked contrast to states like Michigan and New York, in which approximately 39 percent of all non-agricultural employees were unionized as of the same year. Fewer than 35,000 textile workers, or less than 10 percent of textile mill employment, in these states are organized. The lack of unionization is due to the combined hostility of mill owners and local community leaders. The former see unionization as a threat to their economic position, and the latter see it as

TABLE 8

OCCUPATIONAL MIX OF TEXTILE MILL INDUSTRY, 1960 [a]

OCCUPATION	PERCENT OF TOTAL
WHITE COLLAR	14.86
Professional, technical and kindred workers	1.87
Managers, officials and proprietors	3.75
Clerical and kindred workers	8.16
Sales workers	1.08
BLUE COLLAR	83.01
Craftsmen, foremen and kindred workers	10.91
Operatives and kindred workers [b]	67.29
Laborers, except farm and mine	4.81
Service Workers	2.13
Total	100.0

---

a/ Source: Bureau of Labor Statistics.

b/

Bus and tractor drivers	.58
Spinners	4.62
Weavers	5.69
Knitters	5.16
Sewers and stitchers	6.01
All other operatives (delivery men, checkers, material handling)	45.0

a disruptive force, associating strikes, mill closings, and the economic hardships which follow with the advent of unionism in a community. Faced with opposition from both the community and the mill, union attempts at organization have met with little success. The largest textile union, the Textile Workers Union of America, will only demand an election if two-thirds of the employees at a mill have signed union cards -- yet it frequently fails to gain even a majority of the votes once the election is held. Unions blame these failures on coercive campaigns waged against them by management and the community. The themes of these campaigns suggest that the election of the union may cause a mill to close. Reports of mill closings elsewhere after the election of a union are widely circulated and lend credibility to the positions taken by the mill owners. Stories of cases where workers were dismissed apparently because they supported unions combine with these reports to discourage worker support of unions.

plural? where else?

In the two years ending February 28, 1966, the Textile Workers Union of America spent approximately one and a half million dollars on organization in the Carolinas. During that time 15 elections (14,092 employees eligible) were held, and only four (4,135 employees eligible) were won.[10/]

Because they have had so little power, unions have not been primarily responsible for raising wages. Greater unionization might bring higher wages generally, but it might not necessarily benefit the Negro in the long run.

Dewey has suggested that unions have an adverse effect on opportunities for Negro advancement, because the more successful a union is in securing higher wages, job security, and better working conditions, the more likely it is that the unionized jobs will attract white workers. Where there is an ample supply of white labor, an employer has little incentive to hire Negroes.[11]

In addition, Rapping states that imposed seniority rules may disadvantage nonwhites who are relatively recent arrivals from agriculture to the industrial center. He also believes that since the political processes of unions are white controlled, union determination of job allocations during periods of declining employment is bound to affect the interests of nonwhites adversely.[12]

E. HISTORICAL PRACTICES

Historically, the textile mill products industry has been characterized by near-total exclusion of Negroes. This pattern was maintained until as late as 1960, when nonwhite represented, respectively, 21.7 and 30.0 percent of total employment in North and South Carolina but only 3.9 and 5.2 percent of textile employment

in the respective states, giving textiles an index of representation of less than 20, one of the lowest of any industry in the manufacturing sector. Only electrical machinery had a lower representation figure.* See Table 9. In addition, Donald Dewey found in a study of textile mills made in 1950-51 that even though the majority of the work force in the industry is female, almost no Negro women were employed, that Negroes were confined to unskilled and service occupations, and that no Negroes had white collar or supervisory positions.

Dewey has suggested three reasons why the textile industry was so successful in excluding Negroes from its ranks, even though the racial prejudices of its workers were probably no different from those of Southern workers generally.

First, in their own areas, mills were relatively high-wage employers and attracted an ample supply of white job applicants as a result.

Second, in 1950, though the era of the company-owned town was past, mill workers still lived in closely-knit communities. The unique social cohesion and cultural isolation, together with the history of strike violence in this industry, discouraged employers from attempting to integrate their work forces.

* Indexes of representation computed on the basis of aggregate employment reflect considerable over-representation in agriculture. If the base of Negro employment in manufacturing is used, the textile industry still ranks near the bottom.

TABLE 9

PERCENT DISTRIBUTION OF NONWHITE EMPLOYMENT OF TOTAL EMPLOYMENT BY INDUSTRIAL CLASSIFICATION AND INDEXES OF REPRESENTATION, 1960

INDUSTRY	SOUTH CAROLINA		NORTH CAROLINA	
	% NONWHITE OF TOTAL	INDEX OF REPRESENTATION	% NONWHITE OF TOTAL	INDEX OF REPRESENTATION
Total employed	30.0		21.7	
Agriculture	61.2	204.0	37.5	172.8
Forestry and Fisheries	27.5	91.7	13.6	62.6
Mining	40.6	135.3	13.2	60.8
Construction	33.8	112.7	20.6	94.9
Manufacturing	14.7	49.0	11.4	52.5
Furniture, and lumber and wood products	60.0	200.0	25.4	117.0
Primary metal industries	48.4	161.3	24.2	111.5
Fabricated metal industries (incl. no spec. metal)	14.3	47.7	11.1	51.9
Machinery, except electrical	10.4	34.7	6.1	28.1
Electrical machinery, equipment, supplies	3.8	12.7	3.1	14.2
Motor vehicles and motor vehicle equipment	8.6	28.7	6.6	30.4
Transportation equipment, except motor vehicles	22.8	76.0	11.5	53.0
Other durable goods	28.3	94.3	21.6	99.5
Food and kindred products	33.3	111.0	22.7	104.6
Textile mill products	5.2	17.3	3.9	18.0
Apparel and other fabricated textile products	7.6	25.3	4.8	22.1
Printing, publishing, and allied products	6.2	20.7	7.5	34.6

TABLE 9 (cont'd)

INDUSTRY	SOUTH CAROLINA % NONWHITE OF TOTAL	SOUTH CAROLINA INDEX OF REPRESENTATION	NORTH CAROLINA % NONWHITE OF TOTAL	NORTH CAROLINA INDEX OF REPRESENTATION
Chemical and allied products	14.4	48.0	15.6	71.9
Other nondurable goods (incl. no spec. manufacturing)	18.9	63.0	22.2	102.3
Railroad and railway express service	24.2	80.7	20.0	92.1
Trucking service and warehousing	26.1	87.0	15.0	69.1
Other transportation	35.1	117.0	20.8	95.8
Communications	4.0	13.3	3.2	14.7
Utilities and sanitary service	29.2	97.3	22.2	102.3
Wholesale trade	18.4	61.3	15.0	69.1
Food and dairy products stores	11.7	39.0	10.2	47.0
Eating and drinking places	37.9	126.3	28.6	131.8
Other retail trade	14.7	49.0	10.7	49.3
Finance, insurance, and real estate	5.0	16.7	6.5	30.0
Business services	8.4	28.0	8.5	39.2
Repair services	17.2	57.3	13.0	59.9
Private households	92.4	308.0	84.8	390.8
Other personal services	43.0	143.3	35.9	165.4
Entertainment and recreation services	32.8	109.3	29.7	136.9
Educational services: Government	38.0	226.7	30.2	139.2
Private	27.2	90.7	24.8	114.3
Welfare, religious, and nonprofit membership organizations	21.2	70.7	19.1	88.0
Hospitals	35.0	116.7	26.5	122.1
Other professional and related services	9.2	30.7	8.4	38.7
Public administration	11.6	38.6	9.6	44.2
Industry not reported	39.0	130.0	27.5	126.7

Derived from: Census of Population: 1960, General Social and Economic Characteristics, North Carolina, Final Report PC(1) - 34C; Census of Population 1960, General Social and Economic Characteristics, South Carolina, Final Report PC(1) - 42C.

Third, and most important, women were capable of performing most textile mill jobs and were an accepted part of the work force. Rather than risk racial friction, then, an employer who faced labor shortages preferred, if at all possible, to hire white women rather than Negroes to meet his needs. Both the preference for white women over Negro men and the abundance of female labor were conclusively established by the South Carolina statistics. Thus, from 1940 to 1945 the proportion of textile employment in South Carolina going to white males declined from 62 percent to 51.8 percent while the employment of white women in this period rose from 34 percent to 43.1 percent. The employment of Negro men in these years rose only from 3.9 to 5.1 percent.[13/]

F. CURRENT STATUS

Since 1960, though, there have been marked changes in the textile mill products industry's employment practices and wage scales. The success of programs to attract industry to the Carolinas has created a current tight labor market and textiles have been losing white employees to the new, higher paying industries, such as machinery and chemicals, which have moved into the area.

A low wage industry had three alternatives in this situation to meet its labor needs: increase its wages, draw on the Negro

labor force, or increase its efficiency by improved technology. The competitive nature of the textile mill products industry in the world and domestic markets and the low value added per employee given the present state of technology practically dictated that it turn to the Negro.*

Social as well as labor market changes have been responsible for the wider range of employment opportunities now open to the Negro in this and other industries. By increasing the extent to which governmental regulations prohibiting racial discrimination in employment cover employment alternatives, Federal legislation and progressive state and Federal programs have reduced the chance that a worker will be able to "escape" multiracial associations. As a result, despite the continued existence of racial prejudice, firm managers have not faced high turnover costs when they attempted to integrate their establishments. The industry's new employment practices are clearly reflected in its index of representation. By 1965, the industry's index for South Carolina had increased from 38 to 47, with the index for Negro females rising from 12 to 30. While such industrial data are not available for North Carolina, an approximate index,

EEOC should watch this usage

? wouldn't this so prove to 1964 "It has been said" bad!

* A report in the Monthly Review of the Federal Reserve Bank of the Fifth District (April 1966), indicates that the value added per man hour is $4.00 per hour in textiles, and estimated at over $15 per man hour in the tobacco and chemical industries.

based on EEO-1*data from 10 counties, shows a significant increase in the index for all Negro workers from 34 in 1960 to 61 in 1965. See Table 10. These changes reflect in a dramatic manner, shifts in the demand for labor and in the hiring practices within the industry.

These are promising statistics, but they cannot be evaluated without taking into consideration two other aspects of the textile products industry. First, national employment in the industry is declining. National textile mill employment was 919.3 thousand in 1965, a decline of 6.3 percent since 1957. Declining exports, expanding imports, and changing technology were primarily responsible for the change. The rate of decline as a result of reduced unit labor requirements and mill shutdowns may be offset, though, by expanding textile demand over the next five years.

Even in the Carolinas, despite the industry's rising employment and increased payrolls, the textile mills products have been responsible for a declining percentage of the total manufacturing employment. Thus, from 1960 to 1964, the industry's share of total manufacturing employment fell from 44.1 to 41.2 percent in North Carolina and from 54.0 to 49.4 percent in South Carolina. There is no indication that this trend will change.

not a dying but accounts to say rate growth industry in employment

*Equal Employment Opportunity (Employer Information Report EEO-1).

TABLE 10

INDEXES OF REPRESENTATION FOR NONWHITE WORKERS EMPLOYED IN THE TEXTILE INDUSTRY, NORTH CAROLINA AND SOUTH CAROLINA, 1950, 1960, and 1965 [a]

STATE AND YEAR	TEXTILE MILL	APPAREL	TEXTILE MILL AND APPAREL
North Carolina			
1950 Census			
female			
all workers	28.3	33.1	28.3
1960 Census			
female	15.6	77.3	29.5
all workers	34.2	42.1	35.1
1966 [b]			
female	9.5		
all workers	60.5		
South Carolina			
1950 Census			
female			
all workers	28.6	40.6	29.7
1960 Census			
female	20.0	159.0	68.2
all workers	35.4	51.7	38.1
1960-61 Dept. of Labor [c]			
female	12.3	124.5	55.1
all workers	37.5	56.6	41.7
1964-65 Dept. of Labor			
female	29.7	132.9	71.9
all workers	46.6	71.4	51.8

[a] The indexes are computed by dividing the percentage of nonwhites in manufacturing into the percentage of Negroes in textile mill, apparel, or combined.

[b] Index computed from data for 10 North Carolina counties.

[c] The indexes for the 1960 census and the Department of Labor statistics differ because census data were classified as nonwhite while the Department of Labor designated Negro workers. The Department of Labor Statistics had 18,982 fewer employees listed in manufacturing. Also, only non-salaried personnel were given in the annual reports of the Department of Labor of the State of South Carolina.

Second, the industry is working hard to increase productivity by improving its technology. Some of the advances which have already been made and some which are anticipated are the subject of the following section.

Who shares in this — What role of part & current workers in getting industry to this point —

V. TECHNOLOGICAL CHANGE IN THE TEXTILE INDUSTRY

Technological change is an integral part of the process of economic growth. Scholars, however, disagree as to the general effect of such change on minority group employment alternatives.

Some maintain that the more new jobs there are the better, since many newly created jobs have no race or sex stigma attached to them. As a result, employers are able to fill them by considering cost alone and the problem of racial discrimination is reduced to more manageable, economic terms; it becomes possible to talk in terms of dollars and cents rather than in terms of abstract moral obligations.

On the other hand, many argue that technological change works against minority groups. New technology tends to raise the skill level of the manpower needed in many industries and to bring higher wages and better working conditions. Minority group members cannot get the jobs, though, because they cannot compete with the better educated and more highly skilled majority group members who are also attracted to them. What is more, in some industries, among them textiles, technological change has tended to introduce improvements which have reduced labor requirements. Thus, over the long run, fewer jobs will be generated in textiles than in other industries, since the greater efficiency of new equipment will enable the mills to maintain output with relatively fewer workers.

Information in the remainder of this section was taken almost exclusively from an article written by Mrs. Rose Zeisel of The Bureau of Labor Statistics and published in Technological Trends in Major American Industries.[14] Her article tends to indicate that automation has brought or is bringing the following changes to the textile industry:

1. Faster machine speeds. As an example of the extent to which machine speeds have increased, carding and drawing machines now operate at speeds which are, respectively, four and six times faster than those of ten years ago. Lower unit labor requirements have been a result of the greater output per machine and the need for far fewer machines per plant to maintain the same output.

2. Improved conveyer systems and pneumatic chutes. Improvements in conveyer and pneumatic chute systems may improve process flow and reduce materials-handling operations. More widespread adoption of mechanical transfer of goods between the many discrete textile processes is significant, since materials handling comprises five to fifteen percent of production costs. Mechanized handling is particularly important in improving process flow in the older multistory mill, and in handling heavy machine packages, which are twice as heavy as earlier ones. Pneumatic stock conveyance, a more advanced method which moves stock by air, also greatly increases productivity but is costly and still limited in use.

3. Built-in maintenance. Maintenance requirements have been reduced by built-in maintenance devices. Central lubrication and sealed antifriction bearings, for example, result in less downtime, lower unit costs, and improved quality. It is claimed that roller bearings on new drawing frames require oiling only once every three years during overhaul, as compared with once a week on older models.

In one of the mills built most recently, all production machines are equipped with an automatic lubrication system in which oil enters through lines in the floor and is pumped to lubrication points on each machine once every minute. Only a few mills are utilizing central lubrication so far, but the outlook is for gradually increased adoption of this technique of saving maintenance labor.

cutting need for skilled labor ?

4. Automated cleaning devices. Cleaning may constitute as much as twenty percent of total labor costs in yarn mills. High speed machinery intensifies the cleaning problem. One solution increasingly being adopted is the installation of suction devices on the machine at points of discharge. In addition, a traveling monorail cleaner, which automatically blows residue off machine frames, vacuums the floor and pneumatically carries the waste to the waste room is increasing mill efficiency.

A potentially useful process, still limited to a few of the newest plants, is the system of total air cleaning. This system forces the air down from overhead ducts, carrying the lint laden air with it to ducts under the floor. The air is filtered of waste and returned to the overhead ducts. The system increases plant efficiency, but is said to be too costly for the average mill.

5. Electronic instrumentation. Stop motion devices and continuous automatic inspection, recording, and controlling instruments which replace visual scanning or other slower methods of inspection, reduce downtime and permit more efficient quality control. An electronic device, for example, used in the winding operation, photoelectrically detects defects in the yarn and automatically stops the winder for their removal.

Some of the newer electronic devices activate machine changes when a defect is detected. For example, yarn thickness is controlled by a photoelectric cell on a drawing machine which detects the difference in light passing through the yarn and signals an electromagnetic clutch which adjusts the machine accordingly. Mechanical and electronic counters and central monitoring systems are being utilized increasingly for cost and quality control. An electronic monitoring system, for example, which records the performance of every loom on a central console, visually and in

printed reports, is now economically feasible but will be limited to the newest mills.

6. Computers. A 1965 McGraw-Hill survey of large companies revealed that 56 percent of the textile companies reported computer installations. Major uses included accounting, inventory control, and production planning.

The first computer control system for use with a production process was installed in 1964 in a finishing plant. Uses in finishing involve continuous analysis of processing data for control of continuous bleaching and dyeing operations, and dye color matching to determine the cheapest combination of dyestuffs to match colors. Until quite recently, color matching was achieved largely by trial and error.

7. New textile products. Fiber and product innovations such as easy-care finishes, stretch yarns, laminated and coated fabrics, and nonwoven fabrics may open new markets or displace more conventional fabrics. By 1973 "new" textile products (those developed in the last ten years) may constitute 35 percent of total sales, as opposed to 22 percent in 1963. Some nonwovens (needlepunch and bonded) bypass spinning, weaving, and knitting processes and have much lower labor requirements than woven fabrics.

8. Continuous automatic manufacture. An advanced system of continuous manufacturing in use in Japan is being introduced for the first time into one or two mills in the United States now under construction. This system integrates all operations from bale opening through carding (eliminating picking) into one continuous system, and links together roving, spinning, and winding operations, utilizing automatic bobbin doffing machinery. Automatic doffing (removal of full bobbins), one of the most time-consuming operations in a conventional mill, is now commercially feasible in the United States. Claims of expected increases in output per man-hour in this type of mill range from seventy percent to one hundred percent above the conventional mills. Flexibility, however, is reduced, and therefore this system probably will be best suited to mills with high specialized production. By 1970, such automated continuous spinning mills still will be rather limited.

While Negro women have been employed in Cone.

Mrs. Zeisel's article indicates that automation has had or will have the following effects on jobs:

1. All textile occupations will be affected. Requirements for operators will continue to be cut back significantly by faster machines, etc. This is important because operators, together with spinners and weavers, account for about two-thirds of all textile jobs. Installation of new high-speed cards and spindles

in one mill, for example, reduced requirements for card tenders by twenty-five percent and spinners by thirty percent. Unskilled labor, only a small proportion of total jobs, will continue to be reduced by improved materials handling and mechanized cleaning and oiling devices. Some newly modernized mills report reductions of twenty-five percent in unskilled jobs over the past five years. In some new mills, not a single person is employed to haul materials.

Mechanization of cleaning will reduce tasks previously performed by a machine tender, freeing him for more skilled duties. For example, with the newest system of total air cleaning, a card tender's cleaning duties occupy ten to fifteen percent of his time instead of the sixty-five percent spent in conventional mills. Skilled maintenance jobs are also reduced by built-in maintenance features and reduction in number of machines. Only one picker fixer, for example, is required to service fourteen new pickers; on older models one was required for ten.

2. Demand for technical personnel will increase. More engineers and technicians will be needed. An air conditioning system in a large mill, for example, may require seven to eight technical employees. The larger mills employ instrument mechanics so that immediate qualified servicing can be available. More quality control and waste control engineers will also be required in the future.

3. Machine operators will have new functions. The operator's job is becoming one of machine watching rather than machine tending. Although operators will be more concerned with patrolling than with operations requiring manual dexterity, many industry experts believe that the highly complex textile machinery requires a more responsible employee.

4. More formal training will be necessary. Formal training programs for operating and maintaining equipment increasingly are replacing traditional methods of learning on the job as an assistant. Textile machinery manufacturers now provide more training programs, particularly for maintenance men and technicians. Loom fixers, for example, may be trained for three weeks at the loom factory. With machinery manufacturers' cooperation, mills may maintain training equipment and qualified personnel within their own premises.

Must put Negroes now into all skilled trades, technical institutes, etc.

VI. IMPLICATIONS FOR THE FUTURE

This paper has sought to show that since 1960 the textile mill products industry has had to abandon its exclusionary hiring practices as whites were attracted to higher paying industries and its need for labor grew and that striking gains in Negro employment have been the result. Other pertinent aspects of the industry, in summary, are that nationally its employment figures are shrinking, that even in the Carolinas it is employing a declining share of total employment, that its manpower needs are being decreased as new technology increases efficiency and productivity, and, finally, that the skill level required by jobs in the industry will increase.

Negro movement into the vacuum left in a low wage industry by white workers leaving for higher paying industries fits into a general trend Hiestand has described, in a study of growth rates in occupational fields, majority and minority employment trends, and income trends. His findings tend to show that although Negro men can advance, considerably in an absolute sense and even significantly in a relative sense, their long run occupational advancement, when compared with the long run occupational advancement of whites, tends to be relatively slow because their gains are tied, in large measure, to prior gains by whites. Negroes tend to advance most rapidly, then,

when general economic advances open up new positions for whites. Hiestand's study also tended to show that, conversely, Negroes were harder hit than whites by severe economic declines.[15]

The economics of this type of differentiation in employment is straightforward. Where there are two easily identifiable populations with different mean levels of skill, and a loose labor market, employers will use race as an effective, low-cost device for selecting the more qualified worker. Since Negroes are not given the opportunity to learn skills, they become locked into their position at the bottom of the occupational ladder. Under tight labor market conditions, though, employers have more incentive to hire and train Negro job applicants and to upgrade Negro employees. And this is not good enough!

The principal questions then become those of how the Negro can benefit most from present tight labor market conditions, how he can be prepared for future opportunities in textiles and in other industries, and how he can be spared the consequences of declines in textile manpower demands and economic declines generally.

As a long run goal, the extent and quality of Negro education must be improved. Lack of equal educational opportunities for Negroes is one of the most serious effects of discrimination. In North Carolina, the differential is about two years, while in

& textile responsibility is what?

South Carolina it is more than four years. See Table 11. But Negro students have also had an educational handicap as a result of the quality differential in white and Negro schools; the same number of years of schooling has not represented equal educational achievement.

There is much that can and should be done immediately, though. These efforts would include disseminating information about job opportunities, urging geographic and occupational mobility, and encouraging greater Negro participation in available vocational training programs.

Even when an employer ends his discriminatory hiring practices, whether voluntarily or not, the Negro is not benefited unless he knows that a job is available. And, since most job information is transmitted informally from employed persons to friends or relatives who are looking for jobs, Negroes continue to suffer from past discrimination by being excluded from the information network. The following quotation from Lurie and Rayack elaborates upon this problem and makes it clear why greater efforts must be made to inform Negroes of employment opportunities:

TABLE 11

YEARS OF SCHOOLING OF POPULATION 25 YEARS OLD AND OVER, BY RACE AND STATE, 1960

STATE	MEDIAN YEARS OF SCHOOL COMPLETED		PERCENT WHO HAD COMPLETED LESS THAN 5 YEARS OF ELEMENTARY SCHOOL		PERCENT WHO HAD COMPLETED 4 OR MORE YEARS OF HIGH SCHOOL	
	WHITE	NONWHITE	WHITE	NONWHITE	WHITE	NONWHITE
United States	10.9	8.1	6.7	23.5	43.1	21.3
Non-South			5.5	14.0	44.2	28.4
South			10.5	33.5	39.6	13.8
Alabama	10.2	6.5	9.4	36.0	36.5	12.8
Arkansas	9.5	6.5	10.6	36.4	33.2	9.7
Florida	11.6	7.0	5.3	31.7	47.4	14.5
Georgia	10.3	6.1	10.3	39.7	38.8	11.5
Kentucky	8.7	8.2	13.1	23.7	28.3	18.2
Louisiana	10.5	6.0	13.5	40.9	41.0	10.4
Mississippi	11.0	6.0	7.1	39.7	42.2	7.6
North Carolina	8.9	7.0	12.2	31.9	37.1	14.7
Oklahoma	10.7	8.6	7.6	20.0	42.0	23.9
South Carolina	10.3	5.9	11.6	41.3	38.9	9.9
Tennessee	9.0	7.5	12.5	27.8	33.2	14.2
Texas	10.8	8.1	12.0	23.6	42.0	20.8
Virginia	10.8	7.2	9.3	29.5	43.0	16.3

Sources: U. S. Census of Population, 1960, Series PC (1)C, Table 47.

> Our research shows that most jobs are obtained by workers of both races using informal methods of job search -- direct plant application and information obtained from relatives and friends. Informal search however, operates more effectively for white workers since their friends and relatives are already integrated within all levels of the occupational structure. The contacts that the job-seeking Negro must rely upon are, on the other hand, concentrated in the poorer-paying, less desirable occupations. The dependence of Negroes upon the kind of information available from friends or relatives tends to perpetuate the existing patterns of employment. Furthermore, in making direct application to plants, Negroes will tend to go to those firms where they have reason to believe there are 'Negro jobs.' 16/

In addition to providing jobs for those who are unemployed, better job-availability information is necessary to reduce the economic waste involved when workers migrate to new jobs. The effect of migrating without appropriate job information was quantified in a recent study of migration undertaken by this author. Using foregone earnings (number of days not paid between jobs times the rate of pay in job prior to the move) as a measure of economic loss, it was found that the average foregone earnings for those migrants who experienced such costs was approximately $450 for both races. About 22 percent of the white and 53 percent of the nonwhite migrants incurred foregone earnings as a result of their move. 17/

* Employer must take affirmative action beyond jobs info — if not EEOC then Fed. Cont. route!

Though the need, especially among the nonwhite population, for better job information is clear, it is likely that the criteria used by the Employment Security Commission to refer labor to new and expanding industries operate to the disadvantage of the Negroes. In North Carolina, for example, quarterly estimates of referable workers available for staffing new and expanding industry are prepared by the local office of the Employment Service for each of the state's 100 counties. The estimated number of resident workers considered to be available in each county for production jobs in new or expanding industries include only those individuals who already possess production job skills and only those persons, ordinarily under 45 years of age, who are deemed to be adaptable, trainable and referable for manufacturing jobs (emphasis added).

As a correlative to better job information, relocation programs should be initiated or intensified. The North Carolina Fund, a private agency headed by former Governor Sanford, has already established a pilot program to relocate the unemployed and underemployed from rural-agricultural counties to more viable areas. Under this program, the underprivileged are actively sought out and told of employment opportunities in various industrial growth areas. Their moving expenses are paid and extensive counseling

Cover

services are provided during the first few weeks after relocation to discourage return migration and to make the transition to a new environment easier.

Finally, government programs must be developed to enourage Negroes to enroll in vocational training courses so they may compete for a larger share of jobs in textiles and in the manufacturing sector generally. Negroes must be given equal opportunities to develop marketable skills so that the identification of skill with race is eliminated. Vocational training shcools were initiated in 1957-58 in North Carolina and are operated on an integrated basis, but they have experienced problems in recruiting Negroes into vocational courses. Professor Maddox states that in 1963-64 only 8 percent of the enrollees in North Carolina's industrial and training centers were Negro. The low participation rate may be due to (1) previous and expected future discrimination in industrial employment and/or (2) counseling by Negro educatros who favor "professional" or liberal arts training.[18/]

Traditionally, the Negro has not prepared for jobs in business and industry; Maddox notes that of 9,966 graduates of seventy Negro colleges, approximately fifty-four percent had majored in education. Programs established more recently under the MDTA (Manpower Development and Training Act) and ARA (Area Redevelopment Act), however, seem to have had better rates of Negro participation;

the latest report showed that 34.9 percent of the total trainees were nonwhite. It also showed that 32 percent of the trainees were Negro whereas Negroes comprised only 21.7 percent of the civilian labor force in North Carolina in 1960.

Vocational training programs should be instituted so that Negroes may compete for a larger share of jobs within the textile industry and for skilled occupations in other industrial firms. As new training programs are established to meet new manpower demands, efforts should be made to insure that Negroes are aware of changing manpower needs and are encouraged to participate in new training or "retreading" programs.

The textile mill industry may serve as a training ground for Negroes in the future as it has for whites in the past. Though the industry has low pay scales, and some have argued that the region would be better off if such low wage industries did not exist,* employment in this industry does provide a medium through which workers can move from an agricultural to an industrial way of life. The industry teaches skills to workers who have previously engaged in unmechanized agricultural production, thus allowing them to participate in an industrial or at least non-agricultural society, and perhaps to move on to higher paying jobs

* The lower wages for nonwhite workers in the South Carolina textile mill products reflects in all probability the skill differential between Negro and white workers rather than wage discrimination (unequal pay for equal work). See Table 12.

TABLE 12

AVERAGE ANNUAL EARNINGS OF WAGE WORKER, BY INDUSTRY, RACE AND SEX[a]
SOUTH CAROLINA, 1964

(DOLLARS)

INDUSTRY	RACE AND SEX			
	NEGRO		WHITE	
	MALE	FEMALE	MALE	FEMALE
Food and Kindred Products	2875	1312	3903	2450
Textile Mill Products	3538	2750	4385	3776
Apparel and Other Finished Products Made from Fabrics and Similar Materials	2904	2455	3671	2669
Lumber and Wood Products Except Furniture	2520	2181	3514	2642
Furniture and Fixtures	3195	3020	3539	4156
Paper and Allied Products	4577	3950	6301	4034
Printing, Publishing and Allied Industries	3112	1957	5049	3094
Chemicals and Allied Products	2978	1261	4711	3014
Petroleum, Refining and Related Industries	2328	502	4607	3455
Stone, Clay and Glass Products	3148	1724	4420	2891
Primary Metal Industries	3665	2974	4765	3402
Fabricated Metal Except Ordnance Machinery and Transportation Equipment	3681	2516	3961	3013
Machinery Except Electrical	3351	3283	4179	3667
Electrical Machinery and Supplies	3260	3890	3975	2903
Transportation Equipment	3295	1850	3585	3356
Professional, Scientific and Controlling Instruments, Photographic and Optical Goods	2649	2699	4284	3187
Miscellaneous Manufacturing Industries	2598	2506	3938	3126
Electric, Gas and Sanitary Services	3002	571	5572	4315

[a] Derived from Thirtieth Annual Report of the Department of Labor of the State of South Carolina.

Skill differential — or job class differential may or may not be related to either ability or to wage discr. for equal work

as the opportunities present themselves.

This thesis is supported by findings of Norsworthy who has examined the mobility of workers and the role of industrial urban growth of communities. He found that textile employment as well as residence in a small industrial community was an intermediate step of a mobility process which over two or three generations typically moved families from agriculture to fully urban type occupations.[19] Under the impetus of programs to increase education, mobility, and training the industry may continue to serve this function for the Negro.

APPENDIX H

SOURCES

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2. Clarence H. Danhof, "Four Decades of Thought on the South's Problems," in Southern Economic Development, edited by Melvin L. Greenhut and W. T. Whitman (Chapel Hill, North Carolina: University of North Carolina Press, 1960).

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4. C. Horace Hamilton, "Educational Selectivity of Net Migration from the South," Social Forces, Vol. 38 (October, 1959).

5. H. Ellsworth Steele, "Personnel Practices in Textiles," Textile World (March, 1964).

6. Employment Security Commission of North Carolina, Bureau of Employment Security Research, North Carolina's Manufacturing Employment -- It's Growth and Changing Structure from 1958 to 1963 (September, 1965), p. 5.

7. Ibid., p. 4.

8. United States Department of Agriculture, Statistical Reporting Service, Agricultural Estimates Division, "Total Workers on Farms, 1965, Revised Estimates," Farm Labor (March 10, 1966), p. 4.

9. United States Department of Labor, Bureau of Labor Statistics, Current Wage Developments, No. 222 (June 1, 1966), p.4.

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12. Leonard A. Rapping, "Unionism, Migration, and the Male Nonwhite-White Unemployment Differential," Southern Economic Journal, Vol. 32 (January 1966).

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17. Donald D. Osburn, "Costs and Returns to Human Migration" (unpublished Doctoral Dissertation, Department of Economics, North Carolina State University at Raleigh, 1966).

18. J. G. Maddox, op. cit.

19. David R. Norsworthy, "Mobility Effects of Industrial Growth: Structural Change and Work Expanse in the Southern Piedmont Community" (unpublished Doctoral Dissertation, Department of Sociology, University of North Carolina, Chapel Hill, 1961).

APPENDIX I

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A Council to effect the ideals and practices of equal opportunity for all peoples in the South

April 7, 1967

Dr. Leslie W. Dunbar
Executive Director
The Field Foundation
250 Park Avenue
New York, New York 10017

Dear Dr. Dunbar:

The enclosed proposal is submitted to the Field Foundation on behalf of the six agencies listed in it. We are sorry for the rush in getting a proposal to you, but we ourselves have worked diligently in attempting to meet what we consider a special opportunity for an effective program in developing the employment of Negroes in the textile industry.

You will note we have left open the question of which agency would be the actual recipient of funds. This matter can be resolved without difficulty among ourselves and with the Foundation. Similarly, we are suggesting that the grant be made conditional upon securing a competent staff person.

You understand, of course, from our conversation and this proposal that the matter of timing which has occasioned the haste has not been of our own making.

We greatly appreciate the Foundation's consideration of the proposal. Please do not hesitate to be in touch with me if there is further information which you would like to have.

Sincerely,

Emory F. Via

Emory F. Via, Director
Labor Program

EFV/km
Enc.

A STATEMENT REGARDING THE CONSIDERATION OF THIS PROPOSAL BY THE SIX AGENCIES NAMED WITHIN IT.

The press of time to submit this proposal to the Field Foundation for its earliest consideration has precluded an opportunity for each agency to read and approve the final document. The regional office of the AFL-CIO Civil Rights Department and the Southern Regional Council have read the statement in its entirety prior to its being sent to the Foundation. Each of the other agencies knows, by telephone conversation, that the proposal is being submitted and the broad outlines of what it contains. Each of the agencies should have a copy in the hands of its representative on or before Monday, April 10, 1967. If there are additional suggestions or reservations by any representative they will be communicated to Emory F. Via of the Southern Regional Council who will in turn see that the Executive Director of the Foundation is fully informed. The agencies submitting the proposal have agreed to this procedure.

Emory F. Via

Emory F. Via, Director
Labor Program
Southern Regional Council

Southern Regional Council, Inc.
3 FORSYTH STREET, N. W. ATLANTA 3, GEORGIA
JAckson 3-6764

April 8, 1967

Mr. Leslie W. Dunbar
Executive Director
Field Foundation
250 Park Avenue
New York, New York

Dear Les:

I have somehow failed to underscore in the proposal our intention to make South Carolina our chief target because of the role to be played by the North Carolina Good Neighbor Council. We will, of course, focus on both states, but it is envisioned that our main operating activity will be in South Carolina. This helps narrow our focus and is in line with what the agencies have agreed to and my conversation with you.

Sincerely,

Emory F. Via, Director
Labor Program

A PROPOSAL FOR AN INTER-AGENCY PROJECT TO DEVELOP EMPLOYMENT OPPORTUNITIES FOR NEGROES IN THE TEXTILE INDUSTRY OF THE CAROLINAS.

BACKGROUND

In January, 1967 the Equal Employment Opportunity Commission conducted a two day "Forum on Employment in the Textile Industry in the Carolinas." Participation in the forum was open to industry, public and private agencies and individual spokesmen. The staff of the Commission had secured substantial information on patterns of employment in textile companies. The industry had initially agreed to present statements to the Forum, then decided to abstain, and at the last hour appeared with a statement which had evidently been occasioned by the widespread publicity given the meeting including comment on the absence of industry spokesmen.

The Forum provided the Commission with further first hand acquaintance with the textile industry and its continuing patterns of discrimination. Further, the publicity received has had a generally salutary effect. The meeting also provided an opportunity for private agencies concerned with the employment problems of Negroes to begin to think and work together in a concerted effort.

Following the Forum the Commission invited ten persons interested in textile employment in the Carolinas to Washington to consult with the Commissioners and staff regarding the kind of follow up which would be productive of change. The Commission's work and the consultation resulted in a proposal

for a broad scale attack on the problem of discrimination which envisaged the cooperation of several other governmental agencies. In brief the proposed concerted approach would follow these lines:

1. Ten of the largest twelve textile companies hold government contracts. These ten companies would be subject to appropriate action by the Office of Federal Contract Compliance.

2. Those companies not included in "1" above and which had made no visible progress in desegregating employment would be referred to the Department of Justice for "pattern and practice" suits as provided under Title VII of the Civil Rights Act of 1964.

3. Companies which had made only limited progress would be subject to Commission complaints.

4. Those companies which have continued to show progress would be urged to make use of technical assistance programs designed to implement affirmative action moves.

The primary focus of the above efforts would be on those companies falling into a limited number of geographic areas in each of the two states where there was both a concentration of textile employment and of Negro population.

Each of the above approaches can greatly reduce the burdensomeness of attacking discrimination problems through the case-by-case complaint approach.

The private agencies at the consultation recognized the limitations - legislative and political - which handicap governmental programs to end discrimination. They were favorably impressed by the efforts made by EEOC and by the encouraging degree of cooperation in the joint effort indicated by the Office of Federal Contract Compliance. They were impressed, too, by the result oriented strategy designed to make more efficient use of the resources at hand. They could see, however, needs for which either no resources would be available or would be beyond the policy reach of the governmental agencies. Past experience would lead us to believe that the private agencies would need to follow the process in order to make constructive suggestions, to be a constant goad to assure continuing cooperation among the governmental agencies, to prod local and public agencies when needed and to keep the interest of top government agency people in the implementation of the program.

With the above considerations in mind the six agencies came together to discuss their possible joint role in the overall undertaking. These agencies are: (1) The National Association for the Advancement of Colored People's Legal Defense and Educational Fund, Inc. represented by Jean Fairfax; (2) The National Urban League's Southern Office represented by Clarence Coleman; (3) Penn Community Services, Inc. represented by Courtney Siceloff; (4) The Southern Office of the AFL-CIO's Civil Rights Department represented by E. T. Kehrer; (5) The Southern Rural Training Project (A creation of the Citizens Crusade Against Poverty) represented by Randolph Blackwell; and (5) The Southern Regional Council, Inc. represented by Emory Via.

Subsequent to the private agencies meeting together, Jean Fairfax has met on our behalf with staff and Commission members regarding our continuing interest. Miss Fairfax and

Emory Via, as representatives of the group, on April 4, met with the Assistant Secretary of Labor in charge of manpower programs (which includes training and the Employment Service) to inform him of our interest and to solicit his suggestions and support. This meeting was attended by the director of research and evaluation in the manpower area and the equal opportunity specialist of the Department of Labor. It was a friendly and fruitful meeting. We are encouraged by the degree of interest, the perception of the problems at hand (including an awareness of the difficulties in securing cooperation and in-fact compliance even from agencies funded by the Department. We also received offers of substantial research assistance -- in making the available data relevant to our projected effort. Late in the day we talked with the head of the policy and planning group in the Secretary's office. Miss Fairfax and Mr. Via also had a lengthy conversation with the director of the Office of Federal Contract Compliance and two members of his staff, including the man assigned to the cooperative effort with EEOC on employment in the textile industry.

This lengthy prelude will give some flavor of what is involved in terms of strategy and timing and indicate that thought and action have already gone into the development of the project and towards making it operative. We feel, too, that this background explains why we think the envisioned strategy, potential and actual collaboration, and the limited focus of the total project are evidence that a special opportunity now confronts us.

WHAT IS PROPOSED

The representatives of the groups joining in this proposal will become an advisory committee to a special inter-agency project to assist in the effort to desegregate the textile industry of North and South Carolina. This special effort will continue for a period of one year, and should be started as a programmed effort at the earliest feasible date to coincide as fully as possible with the projected May 1st date set by EEOC for the implementation of their program.

The project staff and cooperating agencies would focus on three main areas of work. First, the staff would follow the activities of the public agencies which relate to textile industry employment. Such activities would include training programs and the program of the various employment service offices. The aim is to assure that these agencies understand their potential role and that they relate constructively to the process of employment desegregation.

(1) Watchdog Public agencies

Secondly, the staff will take initiative in working with local groups to motivate and recruit Negro workers to apply for jobs or training in the textile industry.

(2) Leadership + assistance for local groups

And , thirdly, the staff would offer technical assistance to those companies wishing to engage in affirmative action programs to encourage the employment of Negroes. This functtion would be closely geared to the programs of other agencies, public and private, especially the proposed efforts of E.E.O.C.

T.A. to good guys

The inter-agency effort will require one full-time professional, a competent secretarial assistant, and the continuing active involvement of the advisory committee and local groups with which they have contact. For certain portions of the program, ad hoc staff will be secured from among indigenous leaders. Travel expenses will be incurred within the Carolinas and occasionally into Washington or Atlanta. We feel that an adequate program can be run for $25,000.00.

At this juncture we are leaving it open as to which agency will be the actual recepient of the funds. We know of no difficulty from the point of view of the agencies and would be pleased to discuss the best way of handling this with the Foundation.

Staff has not yet been selected although approaches have been made to highly qualified persons who have expressed interest in the project. We would consider it appropriate for any grant to be made conditional upon the selection of a competent staff person.

WHY THIS PROPOSAL IS BEING MADE

Each of our agencies has a strong interest in employment desegregation. It is not possible, however, with our existing committments to give this special project the time and energy required without providing special staff for it. We are persuaded that we are confronted with a unique opportunity for collaboration among ourselves and with appropriate public agencies. We recognize that the public agencies, due to lack of funds, unavoidable political considerations,

inadequacies of the statutes under which they operate, a failure of will, or the lack of a history of cooperation among themselves will require private initiative, assistance, communication facilitation, and criticism in order to maximize their efforts. For these additional reasons, we are persuaded that our proposed project is much needed.

WHAT IS HOPED FOR FROM THE TOTAL EFFORT

We feel that five main achievements can be secured by the effort of private and public groups during the one year period. They are:

1. A substantial improvement in the numbers, and percentage, of Negroes in entry level jobs in the textile industry in the two states.

2. A wide scattering of Negroes can be placed into clerical, skilled, technical, professional and managerial jobs.

3. The practices of training programs which feed the textile industry can be changed regarding their acceptance and recruitment of Negro trainees.

4. The employment service offices and others related to the recruitment process can be reoriented so that they make realistic efforts in the recruitment and placement of Negro workers. We already know of special resources available for encouraging such a development.

In points "3" and "4" it is our aim to encourage sufficient institutional change so that these important on-going functions will begin to operate without discrimination and require a minimum of "watchdogging" from private agencies.

5. From the whole process we would hope to form a much better assessment of the current procedures, accomplishments, changes needed in practice and law under which E.E.O.C., Office of Federal Contract Compliance and other programs operate. We do not propose here a study of these agencies, but simply suggest that our close working relations both at the top and in the field will provide us all with an important base from which to make an evaluation.

A CONCLUDING COMMENT

We have left unsaid a matter which weighs heavily with us. This total effort is aimed at one of the region's lowest paid industries. Why should this industry be the focus of our attention and what can be done to insure that we do not contribute to locking Negroes in to the region's lowest paid industrial jobs and thereby simply repeating economic history in a new phase?

We have been willing to join in selecting the textile industry because in much of the South, and most especially in the Carolinas, the textile industry is predominant. It provides the largest number of jobs. Indeed, in some areas it provides almost the only industrial jobs. Furthermore, the position of the industry is such that it is extremely important to community and political life. What it does has a tremendous influence on the social patterns in communities and in the states themselves. Also, many of the industry's entry level jobs provide an excellent introduction to industrial work. This is a needed exposure for many Negroes moving from menial or agrarian employment into the industrial order.

We hope to provide against the locking-in effect in several ways. It is important that better quality industries also desegregate at the same time that the textile industry is being pressed to do so. We would hope that our efforts would facilitate either some of our local affiliates or other groups to assist workers in the development of complaints in those industries. Furthermore, we are already in the process of encouraging the government agencies to seriously consider this problem and take appropriate action. Some of these actions are already underway.

It should be noted that Penn Community Services, Inc., is located within South Carolina, our primary target state. Each of the other agencies has established contacts within the state. The Urban League is currently establishing an office in Columbia.

(1)

MLR –

Jackson 9/7/67

How to break out of case by case

Wholesale complaints (*) – Conferences with industry – hearings

Textile because – desire, concentration & imp. in 2 states

*EV to Bob K? 1% or less plus other criteria – Atty Gen – 20 companies –

16 (initial report) seriously considered for lawsuit –

1–3% Commission Charges –

9 filed against 9 companies (many plants involved)

Good Neighbor Council –

3%+ but where not sufficiently affirmative

100 plant visits –

Chief assistants to the industry called together & had them consider VI (6)

SBA –

E Com Devel. of Commerce

MDTA

Inter Agency Tex Ad. Com (Studies relation to Tariff)

↓ out growth

Secty of Commerce called together group of large companies to meet with EEOC – now getting some company response (e.g. dropping testing)

NYC – "white collar" – 3 days (hearings)
also exec. Sente discr – Sex & religion –

Trucking Industry – (following pattern of Teamster org – Carpenters structure)
Conferences with Teamsters – Not hearings
St. Louis, Minneapolis,

Also Spanish speaking
* Job openings are good in
Jackson says discr. is rampant –
EV – important of strategy, picking industry – a focus
But – puts lot "power" – selection, not
So imp. re harrass a company or
ensuring social & econ ~~pos~~ patterns –

* Commission charges complaints –
Theory is that individuals affected can file suits (class actions) on bases of Commission complaints, especially where Conciliation failed –
Tie-in of Legal Defense Fund & EEOC
Now in hands of AH.

filing office is loaded with individual cases – 4-5 months behind

Attyn Genl

Will be visited by Jackson at end of Sept to get some report on cases — and time table.

* What pot. action —

* Jackson —

Blumrosen proposal to EEOC for grant through N.J. State agency allows Blumrosen use Rutgers law students in investigation(?) complaint reviews (?- probably)

Talked to EV & Don H. — will show proposal — pol. prob [work through Dan]

Sylvester —

Engineer — Int'l Dept (Dept of Labs)

Sylvester 9/7/67

60 facilities (out of 220) to be reviewed { thorough & complete — How people entered now upgraded

They will deliver on 1 year schedule — What inequities require an affirm. program.

Still no pulling together of lessons of companies

Can they get a model for industry
Can't tell yet — no review has been detailed enough yet —

Halbert —

much contemplated on enforcement —
little achieved —

Investigating files (after "sanitization") will be made available to either party at close of conciliation attempts — so available for prep. of case —

* EEOC going to file amicus briefs —

Companies & complainants have asked for 60 day letter (then file in 30 days) to force the time of filing suit — This may well

* possibly and "investigation" as well force issue of going to

Halbert

Justice —

~~has~~ has higher a standard to win — must submit a "justification memorandum" to Atty Gen'l — lead to an assumed of victory

EEOC has to investigate everything — Can't afford frivolous actions hard to have evidence

Springer —

1) Complaint

2) Investigation — not something else —

not in for negotiation or settlement

only to determine if charge is reasonable —

Could lead to (for Commission)

a) disparate treatment — ind. compl.

b) or pattern & practice

final investigation report — his recommendation to Commission —

Compromise Now remedy

(Credentials of respondent irrelevant — plans for prospective contractors to unions or NAACP etc.

3) Commission finding of reasonable cause —

(A No cause finding ends case — there is an internal appeal)

4) If reasonable cause — then Conciliation — Not compromise but bringing into compliance

Springer —

No definition of discrimination —

gradually developing more sophisticated view of how disc. permeates the total employment situation —

Selection - job position - work assignment - pay

Confusion by different standards of "Conciliation" by Justice — proposals for settlement —

Problem arises among ~~two~~ ~~any~~ potential of the agencies —

Difference between 707 & 706 —

Wallace —

Via should have statement —

Univ of N.C. (?)

* Madbury — 20th Century Fund

Manuscript

Kramer 9/7/67

1) Prep. for plant visits

100 plants firms? (2200 Series – Standard Industrial Code for Textile – Industrial Rays, Synthetics –

exclude firms under charges or investigation

All new firms to ATRO

Letter – explaining

Call – to arrange plant visit

Community visit – for background & assistance in referrals –

Developed Community reports –

2) Plant Visit

Discuss with employer large # of charges

Procedures of EEOC

Present effort is Tech. Asst.

Request for "100" [Plans for Prog – EEOC – OFCC]

employed by race, sex, nat'l origin –

Then discussed about 8 items

(1) low utilization of Negroes

(2) extremely low use of Negro females

(3) absence of N. supervisors

(4) absence of N in clerical

almost uniform

5) Training Programs OJT +

6) Labor shortages

7) Method of Recruit.

8) Negro Community contacts

Kramer — 9/7/67

Plant tour

Concentration of N. employees —

Depts, facilities, ~~[illegible]~~ use, EEOC Posters

MLR

10 observations based on exp. thus far —

out of 51 plants not one rejection

always got in and mgt. willing to talk

invitations to return

letters of intent to come into compliance

1) where there is labor shortage, more productive

2) Firm's good report of Self usually refers to

3) Visiting only Textiles is too limited (Staff shortage)

4) Re-visit is highly advisable — No revisits yet —

5) Community Contact for referrals are inadequate

firms who need & will hire can't get employees —

S.C. Employment Service — Labor Dept Funded

Columbia Com. Rels. Council $178T (?)

800 placements — 90%+ were Negro

white collar jobs

6)

7) Tech Asst. offices are sensitive to VII Violations.

8) Special Textile Publications have been distributed to mgt.

9) 20-25% of visits immediately productive

10) Underutilizing of N. women, Need for more upgrading

S. C. counties visited by ATRO

Anderson

Greenville

Greenwood

York

Spartanburg

(?) ~~Lawrence~~ Laurens -

Started with Anderson, visited all plants

Laurens -

Staffing
5 people for a month

3 now — not fully on S. C.

In some cases — TA people brought people in for interviews —

[Employment Service —
Problems of referral to placement good record]

Letter of agreement —
60 day

Charles Wilson

Assignment of Badges — if separate series of badge numbers might affect lockers, parking, time clock, pay line —

See more Conciliation & Litigation

Fred Abrahamson } Chm's Admin Assistants –
Ted Fraeg

Henry Ford –
Sale Prospector – publication (Hank Allgood (?))
Company info – moving, expanding, etc
# of employees –

MLR EEOC – New Plant Visits program (Part of Tech Asst?)
writes, reminds up/dw & will
want to sit down & talk –
85% postcard response – follow up visit
when no response, visit area &
call, frequently office in trailer –

OFCC also New plant interest /

Researcher in their office –
Community profile, employment situation
civil rts org.

[TEC (main supplier of quality employment jobs)
Boeing
Starbards –
What success in South & S.C. & N.C.

Alan Gibbs – (white) meets with Negro leaders 1st –

Southern Work

MhR TEC

Challenge to Empl. Service

Where must ask for job with specific Co. — Changed?

Neil B. McArthur
ex on loan to Tech Asst in EEOC
Carpenter — from Michigan —

NO OJT in textiles to speak of because require pay more than min. at end of training
most Textile entry jobs are at min —

Race Breakdown

Location of Programs available.

N.C. & S.C.

Institutional Training — (~~Nationally~~ 42% minority)
OJT — 18% minority)

			S.C.
N.C.	102	weavers in training	0
		Knitters	
	70	Sewing Machine maintenance	~~50~~
		Alteration	50
		Textile Machine Mechanics	460

[Sewing Mach. Operators
Act forbids training
Remaining problem]

MLR

Employment Service

yes, merit system required, but close to State politics — too much rumble gets gov. & Congressmen (Senators, too) upset and this touches appropriations —

January 3, 1968

Mr. Mordecai C. Johnson
Box 743
Florence, South Carolina

Dear Mordecai:

I am glad you got the Manpower report and thanks for your note.

Regarding the pamphlets, "Know Your Rights," I am having 25 sent to you free of charge. We like to lose as little as possible on our publications. The bulk rate for these is 20¢. However, if you would like more we could send them for 10¢ each. You might be interested to know that Pat Flack has also asked for a quantity and I have made the same arrangement for him.

Best wishes for the New Year and I trust I will see you before too long.

Sincerely,

Emory F. Via, Director
Labor Program

EFV/km

1/2/68

Dear Sir:

I am an attorney beginning a private practice. I have read with great interest your pamphlet "Know Your Rights" and would like a quantity (about 100) -- free if possible. If 100 free copies are not available, please send me what you can. Alternatively, I would like to have your price list for a quantity.

Sincerely,
Mordecai C. Johnson

P. O. Box 743
Florence, S. C.

Voter Education Project
of the Southern Regional Council
5 Forsythe St., N. W.
Atlanta, Ga.

(41)

May 31, 1968

MEMORANDUM

TO : TEAM AIDES

FROM : Project Director

SUBJECT : School Desegregation

I am informed that in view of the recent decision of the U. S. Supreme Court concerning "Freedom of Choice" for school desegregation, the U. S. Department of Health, Education and Welfare (HEW) will be sending out a letter to all school districtsf which are not under court order and which use freedom of choice requiring a plan at once for complete desegregation by September 1968. The target date can be extended until 1969 if full desegregation in September 1968 is impossible " or, if a building program is "essential" and the plans have been finalized, until 1970. The U. S. Department of Justice will be sending out a similar letter to districts (sach as Greenville) under court-ordered freedom of choice.

Enclosed is a copy of the latest HEW Guidelines (March 1968) for your general information.

You may wish to inform appropriate persons in your county of the above and to point out that any person who has a complaint may file through TEAM.

School desegregation is relevant for our own operations inasmuch as textile training (using Federal funds) is provided at white, but never at Negro high schools. See Section 7, Section 14. There are also cases where it appears that the prerequisites (Math and Science courses) have been raised since school desegregation was required and that, o a significant extent, black children are not getting the prerequisites.

5/31
EX - Chrono

(42)

TEXTILES: EMPLOYMENT AND ADVANCEMENT FOR MINORITIES

AN INTERAGENCY PROJECT TO PROMOTE EQUAL EMPLOYMENT IN THE TEXTILE INDUSTRY

COURTNEY SICELOFF
CHAIRMAN OF THE BOARD

MISS JEAN FAIRFAX, CHAIRMAN
FIELD COORDINATION COMMITTEE

MORDECAI C. JOHNSON
PROJECT DIRECTOR

P. O. Box 1015
22-A East Coffee Street
Greenville, South Carolina 29602
(803) 239-9877

July 12, 1968

MEMORANDUM

TO : TEAM Aides

FROM : Project Director

SUBJECT : Consent Order in Government Suit against Southern Weaving Company

I discussed this company with Justice Department attorneys last year. Suit was filed in January 12, 1968 and on June 24, a consent order was entered by Judge Russell. U. S. v. Southern Weaving Co., et al., CA 68-10, USDC, S. C., Greenville Division. The order is against Southern Weaving with plants in Greenville and Anderson Counties and Hudson Narrow Fabrics with a plant in Easley (Pickens County).

Require:

I. The company can't discriminate.

II. A. The company must give the Government a job classification list within 60 days.

B. Hiring and firing can be doneonly by a plant superintendent or company personnel officer except with written authority. This probably eliminates Foreman selections and referring TEAM to company headquarters to discuss equal employment as some conpanies do. Personnel records, however, are to be centrally kept at company headquarters.

C. All applicants must be offered an application form and, if necessary, assisted in completing it. Date and race must be shown and the form must state that the application will be current for 20 days.

D. Regarding "new hires " and "rehires," only current application (less than 20 days old) may be considered and, in order by dates. The best qualified applicants must be offered the job if they meet minimal qualifications set up by job classification list records on this must be made.

The fact that an applicant is a relative or friend of an employee cannot be a basis for any preference.

E. The company must - within 60 days send the Government a written non-discrimination plan calling for:

1. Notice of vacancy. to be conspiciously posted on a bulletin board for employees to apply within 2 days if it is a "permanent vacancy" (a vacancy over 30 days).

2. Assignment and Transfer. All employee applicants must be considered on the basis of lenth of service and qualification for the work - - unless changes in shifts would reduce key employees too much on a shift, in which case, that must be recorded and the employee fiven priority for the next vacancy for the job on his shift.

This means, for example, that if a permanent doffing, weaving or loom-fixing job opens up, a 2 day notice on the board must be given all employees on all shifts in the plant. The employee who can doff, weave or fix a loom and who has been working in that plant the longest generally must get the job if he applies for it. If giving him the job would result in too few doffers or weavers or loom-fixers on his shift then he must get priority for the next doffing or weaving or fixing job on his shift. He's guaranteed the better job and he'll probably get the better shift too.

3. Training . The transferred employee is entitled to 2 weeks on-the-job training and if things don't work out he can go back to his old job or one like it.

4. Open Hiring. If no employee qualifies, the company can hire from the outside. (See II-D)

III. The company will notify its employees, Negro former applicants named by the Government and its recruiters that it will not discriminate. If it recruits at white high schools it must recruit at Negro high schools. It must prominently post the court order in each department for the next 60 days.

IV. For the next 2 years, the company must report to the Government each month its transactions concerning applicants and employees, showing race, keep full records available to the Government about employment and notify the Government of changes in employment procedures.

I will send you an actual copy of the order if you want it, but these are the main provisions in summary. It has broader implications than Southern Weaving. While it is not as strong as it might have been (as is often the case where two sides in a suit agree to a settlement) it points the way for you in dealing with similar problems involving all companies and the possibilities if complaints are filed.

(43)

Carolina Clipping Service
Established in 1927
2911 ESSEX CIRCLE
RALEIGH, NORTH CAROLINA

GREENVILLE PIEDMONT
Greenville, S. C.
JUN 1 - 1968

184

Jones Family 'Pulling Out' Of Poverty; Industry Helps

By SAM ZIMMERMAN

Until a little more than a year ago the Bill Jones family of 12 lived, or endured, on an income of $2,500 that Jones earned as a seasonal employe. Added to this was $12 a week that Mrs. Jones earned as a domestic.

The Piedmont area family slept (and still sleeps) in one bedroom of a three-room dwelling. One of the other rooms is unusuable, the other is a kitchen.

Jones, described now as an "unemployable," spent his free time, which is considerable, drinking. Life for Mrs. Jones and the children was bleak.

Then about 14 or 15 months ago Mrs. Jones was able to get a job in a nearby textile plant. Her earnings increased to somewhere in the neighborhood of $5,000 annually.

At about the same time the oldest girl entered college with scholarship aid. A second son will work in the plant with his mother under a special program for high school students this summer. He will earn around $800.

"The Jones family seems to be slowly, painfully, pulling itself out from under a condition of abject proverty," observes Mordecai Johnson, project director of TEAM, who has been instrumental in helping the family improve its living standard.

"They are on their way-provided that the mother doesn't get pregnant again. "With 10 children anything can happen."

Nevertheless Johnson, whose organization is engaged in seeking additional job opportunities for Negroes, see hope for such families as in increased job opportunity, especially in textiles.

"We've got to get more Negro women hired in these plants because they often head families where the fathers cannot, or do not earn enough to support their children.

"On the other hand, we've got to see to it that more Negro men are hired so that they can be restored their rightful place as head of their households.

"Too many are just like Mr. Jones, without respect because they cannot support their families with what they earn," Johnson adds.

Johnson sees a number of drawbacks to the success of his project. Among these he lists a fluctuating labor market, tests that are culturally biased, requirements for a high school education that often operate against the Negro whether intended to do so or not.

"When the job market got tight in a number of counties, some plants waived the rule that employes must have a high school diploma and hired some workers with an eight or ninth-grade education.

"There hasn't been any letdown in production since they made the change," he maintains.

A number of aids have been added to speed up the process of seeking out new areas of employment and encouraging Negroes to apply for work in these new areas. Those recently employed and counties in which they work include:

Robert M. Ford, Greenville; Partrick Flax, Anderson; Rev. M. B. Norman, and Rev. E. L. Cain, Greenwood; Mrs. Alice Gallman, Union, Lucion Waller, Abbeville; Mrs. Gloria Ann Scott, Newberry; Mrs. Juanita Valerie Hunter, Pickens; and Rev. A. C. Jones, Spartanburg.

NAACP LEGAL DEFENSE AND EDUCATIONAL FUND, INC.
10 Columbus Circle
New York, New York 10019

TEAM
FINANCIAL REPORT
May 20, 1968 through Aug. 9, 1968

Grants:		
Field Foundation - Aug. 30, 1967 - Aug. 29, 1968	$25,000.00	
Southern Regional Council	2,500.00	
NAACP Division of Legal Information and Community Service	2,500.00	$30,000.00

	May 20, 1968 through Aug. 9, 1968	Cumulative
Salaries:		
Director	$3,230.82	$12,923.28
Secretarial services	1,178.40	3,678.09
Clerical assistants	--	74.22
Community aides	3,062.10	3,062.10
Payroll Taxes	440.92	1,642.63
Conference Expenses	--	356.48
Travel	--	1,287.54
Operating & Maintenance		
Rent & maintenance	151.29	367.39
Telephone & telegraph	286.26	654.86
Printing	46.09	709.58
Postage	37.21	193.79
Office supplies & equipment	478.89	1,473.05
Miscellaneous	67.79	1,073.15
	$8,979.77	$27,496.16

Disbursements through August 9, 1968	27,496.16
Unexpended Balance	$ 2,503.84

389 File Ford

August 15, 1968

IEAM
P.O. Box 1015
Greenville, S.C.

To The Director and Members of The Board,

I regret that it is impossible for me to attend todays meeting. It has been a pleasure for me to serve as an aide during the past few months. My committee and I share the hope that the project will be extended. Through the committee we are beginning to build good relationships with the major firms in Greenville, S.C. Many people are just realizing how effective IEAM can be. Our accomplishments has been few but major ones. We have helped some who worked in the mills to advance or be rehired. The State Employment Service has updated the classification on the work cards of negroes, and has assured us they will assist in any way possible to employ more people in the better jobs

in the mills. As a result of my interview with the officials at City Coach, they have hired one Negro Bus driver. This is just a few results of IFAM's efforts in the Textile and other firms. I am sure Mr. Johnson can relate more to you. If the project is extended the committee and I will serve with the most desirable results possible.

Respectfully,
Robert M. Ford

Sept 1968

My Four Months Activity Report

Robert M. Ford
aide:
Greenville County

During the first week after my return from Frogmore. I talked with several religious leaders and masonic members, in an effort to set up an action committee. In the second week, I called a meeting. We discussed the objections of the project. Later letters were send to the various mills in Greenville. I called each one in an attempt to set up interviews. This was the results of some of my calls. Mr. Robert S. Davis, manager, Felt Mill, Pendleton Rd. Abney Mills Brandon Dryer. Drawer L. Brandwood Branch, Greenville, SC. Mr. Davis was out of town and wouldn't be back for several days.

when I call him a few days later he was busy and was to return my call, but never did.

Mr. Willard A. Waldrop, personnel manager; J P. Stevens & Co. Taylors Plant. Mr. Waldrop said that he was very busy and that he wouldn't have time for an interview. but that they would take application from anyone who wanted to work.

Mr. C. O. Masters, Superintendent, Pearsett Plant, Birnie St. Mr. Masters referred me to Mr. Echol Davis in Greenwood. He said he could not permit me to interview him or any personnel unless Mr. Davis said so. To sum it all up. I got the impression that none of the plant managers were willing to talk to FEPC. I had no interviews in any mills. I have referred several person for employment in mills but of about 20 persons referred to Textile plants. Only 3 persons called and informed me that

they were hired. Two of the persons are at Dunean, as a dopper & weaver. One other was hired at Judson as a weaver. These jobs are not white collar jobs, but they offer a chance for them to advance to better ones.

The State Employment Service, and the Youth opportunity Center changed their classification codes. Most Negro males were classified from 6X to 9X or bench code and laborers. Most Negro females, including the ones who were high school graduates, were coded as 3X-service domestics, and nurses aides. No Negroes were referred to office jobs. I have talked to Kerns at the State Employment Service. Kerns is an Negro interviewer there. The Employment commisioner from Washington investigated both offices. I have since heard that the State Employment Service and the Youth opportunity Center are

giving negroes more consideration and better classification on their work cards.

I interviewed Mr. C.H. Ellison. manager of City Coach Lines. He talked very nice, and promised that he would hire some nego Bus Drivers before Sept. He has hired one

I have filed about 35 complaints. Some negroes still have some fear about filing complaints. I have filed complaints on Kash and Karry (Independent Grocery Store) They would advertise for for help, but wouldn't hire any colored girls. Pressure was put on them by as Black awareness Group. They now hire negro girls as chashier and general work. The ~~colr~~ negro male also get a better break their.

Complaints also have been filed against Fiber Industries. They advertise for help, but they tell most of the person after they have filled out applications and completed interviews, that they will call them when they need them. Most of them are never called. They still continue to put ads in the paper that say "Due to continued growth. Fiber Industries continues to create openings in its manufacturing department for qualified men and women". This type of advertisment is misleading and unfair to many persons who depend on the ads in the paper for job openings. Other firms also advertise daily without openings.

Any Testing?

Complaints have been filed against Winn Dixie Batery. In the batery dept. They have to work on Saturday's + Sunday's without overtime

pay. Sometimes they work 10 to 12 hours a day. They have seperate bathrooms for negroes. No sick leave. The pay is good but the conditions are not.

Complaints have been filed against Celenease, Wanda Weave, J. P. Stevens, Provence & Jarrard Printing Co, and others.

Under the M D T A. Training Act. Referral are approved and made by the State Employment Service. One negro person is now training at Cecils Business College for Sect. I have referred several other persons for combination welders, Power Shovel Operators and Nurses Aide. These will be O J T. and will begin in late Sept. I am hopeful that they will be accepted.

I have referred about 80 persons to jobs in other fields. Many of these never called to let me know

what happened one way or the other.
It has been a genuine pleasure to serve as aide for DEPM in Greenville County, during the past 4 month. As a result of my effort many are more informed of their rights.

Respectfully
Robert M. Ford

P.S. I also had cards and matches printed

(40) File - Union CO

308 May Street
Union, South carolina
August 25, 1968

Mr. Mordecai C. Johnson
Director, T.E.A.M.
Greenville, South Carolina

Dear Mr. Johnson:

After my having been active in civic work for six years, I was delighted to reeive an invitation to work with T.E.A.M.. Before I visited Frogmore for orientation on April 19, 1968, I thought I knew most of the problems in my community. But, since I began work with T.E.A.M., I have been confronted with so many new problems sometimes I feel helpless; nevertheless, I keep pressing on because, seemingly, this new challenge is alluring. Besides, T.E.A.M. creates respect. For example, during my first week's work, my daughter was hired as a typist by Mr. Taylor, the manager of Union Mill. She had not applied for the job. He saw her working for one of the O.E.O. programs and ask her if she was my daughter. When she answered, yes, He told her that he liked her personality and that he would like to hire her to work in one of the offices in his plant. Later, he called me and ask me to send her to his office for an interview. I contacted her and related his message to her. She in turn went to see him and was hired that same day. After that, the word (Team) spread like wild fire, and people were hired by the masses. I didn't

have to make too many visits to the plants in search of employment. Most of my time has been spent finding enough workers to fill the positions. As I work, I learn. There are four air conditioned plants in Union, and even though I have no way of knowing for sure, I believe that some kind of an agreement has been made, in the power structure of Union, to relegate most Negroes into the cotton mills and steer the whites into the air conditioned plants because the work in these newer plants is easy and the buildings are clean, while in the older mills, the work is hard and the biildings are dirty, and hot.

Five plants have worked favorably with me, Monarch, Ottoray, Excelsior, Union, and Buffalo Mills. However, Union and Buffalo Mills have been most cooperative. Sometimes Mr. Gene Carson and Mr. Carlisle Henderson, the personnel managers at Buffalo mill, have hired fifteen to twenty-five people at a time. Most of these people were hired as doffers, winders, spinners, weavers, spoolers, sweepers etc. One worker told me that some of the male workers who are doffers had received a raise in pay, and that some were making as much as $2.00 an hour. He also said that they usually doff approximately 32 warps per eight hours.

I talked to my husband about the weight of these warps. He said that the weight was no problem because chain-falls were used to do the lifting. But one must be skillful in operating the chain-fall. (whatever a chain-fall is, I have never seen one). He did say that some warps might weight as much as 1000 pounds. I have been told that

people from the rural areas make better workers in the cotton mills because they have always been accustomed to heat and hard work; consequently, pulp wood workers and farmers are hired more readily than city dwellers.

Cone Mill, Ace sweater Plant, J.P. Stephens, and Conso Fastner Corp. have been the least cooperative. I found that the personnel manager, Mrs. Ball, doesn't like Negroes at all, and her husband is the manager of J.P. Stephens. This accounts for my not having been successful in getting anyone hired at the J.P. Stephens Plant.

Before T.E.A.M. came into this area, the people were turned away from the plants because they had not been referred by the principal of Sima High School, Mr. J. F. Moorer, The personnel managers were using the Negro high school as a crutch but Mr. Moorer set their pattern of thinking straight. He told them that he would not be a scape goat for anybody, that they had used Sims High School as an excuse long enough and everyone knew that people were not being hired through the school or any other source. He told them that the time has come for action and that we want it right now.

Heretofore, I thought that once Negroes could have the earning power, some of the other problems would be automatically solved. Nevertheless, my thinking was wrong. For example, no new housing, other than a few Federal housing units, has been provided in Union for Negroes in more than fifty years. I have visited places where three and four families live in four or five room structures.

Some household count are fifteen to twenty-five living under one roof. Most of the time there are no bathroom facilities or running water. These people must carry water from springs or wells. Therefore, this condition contributes heavily to our health problem.

During the four years that I have worked as school nurse at Sims High School, I have learned a lot about the health problem among Negroes.

Each year, with the help of Dr. Harold P. Hope, and the director of Wallace Thompson Hospital, I have been able to persuade the school board to allow the X-Ray unit to visit Sims High and get as many chest X-Rays as possible. This in itself is a job because I have found that Negores are afraid of X-Rays. Not of the picture itself, but of what the X-Ray picture might reveal. Through the service of the X-Ray unit, 57 active cases of tuberculosis were discovered among Negroes in Union County. Several of these were students from Sims High and one white student from Union High School. I have known about this outbreak of tuberculosis for a long time. That is why I began to seek the service of child day-care centers in hope that more Negro women might be able to work in order to suppliment their family income, and maybe they could get better homes.

Heretofore, a man must have an income of at least $ 300. per month, with a consideration of only two per cent of his wife's incme, in order to get a home loan. Yet, he would have to build enough floor space to accommodate his family. This that a man and wife with six or eight children couldn't build a five room house because it would be too small for

his family. But, if his income was of such that he couldn't meet the payments on a larger house, he just wouldn't be granted a home loan. As of now, we still don't have child day- care centers even though they are needed desparately, especially since great numbers of women have been able to get jobs during this pass summer. Some of them might have to give up their jobs or resolve to rotating their older children in school to keep the younger children. I don't like the idea of rotating children in school because by the time a student finishes high school, he only has about a nineth grade education because he has missed so much of his schooling. However, this home loan business has changed, and I am happy to report that I had a part in getting it changed. I have written many letters to my senator, Mr. Ernest F. Hollings and to my governor, Mr. Robert McNair concerning this problem; consequently, their interest have been aroused to the extent that, along with some other help, Congress has been persuaded to grant a new bill which allows low income families to build homes with no money down. For example, if a man's income and family size is of such that he can only afford to pay forty dollars per month on a home, the government will suppliment the difference each month for him, and he can build up to a $17000 home. He is suppose to pay $ 200. down but if he will volunteer to do some of the painting or clean the yard or wash the brick after the house is built, this work can account for the $ 200. down payment, and this includes the lot also.

Now, I have another problem. LAND, all the land in Union, except maybe some far back place, belong to white people, and they won't sell to Negroes. There are some property collectors here who exploit Negroes with high rent for run down homes.

Even though many people have better jobs since T.E.A.M. has made itself known, everything isn't "peaches and cream". Some plants display a sign which reads," We do not practice discrimination," or " We have no discrimitory policies." Yet, their overseers do practice discrimination, especially at Conso Fastner Corp. Some times, when Negro women return from maternity leave, they are told that there isn't anything for them to do. I believe they do this because it is generally known that a job can be had any time one applies at either Union or Buffalo mill. Usually, the rejected worker will seek employment where it is easily obtained; therefore, this trend of practice helps Conso to reduce its number of Negro workers without firing them.

I advised one such worker to apply for her unemployment compensation last week, and the personnel manager very conviently found something for the woman to do. Some overseers are carful not to overload their Negro women workers, but they talk mean to them to make them give up their jobs and go back to domestic work.

The new Kodak plant has not started its building yet. I will keep you posted on what happens with them.

I have not been able to get the Union Daily Times to print anything about the progress of Negroes in Union.

Seemingly, the white pressure groups want to do just enough to get by. They don't want the majority of the Negro race to think that times are changing. For example, they want the Negro population to feel that my daughter is an exceptional or just plain lucky. (which she is because she is my daughter, and I do work for T.E.A.M.).

Here is something that is between you and me. My area superintendent gave me permission to attend the University full time and still get my salary. (such salary as it is). BUT, MAN,AIN'T THAT GOOD TEAM WORK. I really appreciate the respect this orginization has built up for me in my home town.

Yours truly,

(Mrs.) Alice Gallman

P.S.

I helped to bring the food stamp program tp Union. But, it was put under the control of the very people who have sought to keep the Negro under oppression. Many people, especially women, are under nourished. They have to take treatment from a doctor before they can take a job in the mill. One such person is Mary Lindsey. She has thirteen children, and her husband has deserted her. Yet, she cannot get food stamps; consequently, for the lack of food, her blood is low, and she will have to wait a while before she can take the job at Union mill.

TEXTILES: EMPLOYMENT AND ADVANCEMENT FOR MINORITIES

COURTNEY SICELOFF
CHAIRMAN OF THE BOARD

MISS JEAN FAIRFAX, CHAIRMAN
FIELD COORDINATION COMMITTEE

TEAM
AN INTERAGENCY PROJECT TO PROMOTE EQUAL EMPLOYMENT IN THE TEXTILE INDUSTRY

MORDECAI C. JOHNSON
PROJECT DIRECTOR

P. O. Box 1015
22-A East Coffee Street
Greenville, South Carolina 29602
(803) 239-9877

August 28, 1968

MEMORANDUM

TO : Miss Jean Fairfax

FROM : Mordecai C. Johnson

SUBJECT : Minutes of Meeting - TEAM - Friday August 16, 1968, Greenville, S. C.

Present: Courtney Siceloff, presiding (left at three); E. T. Kehrer (left about one); Miss Jean Fairfax; Mordecai Johnson, recording, also the following Aides were present: Patrick, accompanied by Mr. William [illegible] County, Lucion Waller [illegible] of Cherokee County, M [illegible] Jones of Spartanburg C [illegible] stayed through 12:00 a[illegible] ported on activities in their counties as follows:

(1) Cherokee County - Mrs. Harrison.

Prior to TEAM coming into the county the companies were just accepting Negro applications. They are now hiring and training Negroes taken or referred by TEAM. Mrs. Harrison has visited all of the plants in the county. Her impression is that Limestone is the best company. She has used the Ministerial Alliance and the Human Relations Council for community involvement. She has carried some 50 or 75 persons to jobs personally although all of these were not hired. An indeterminable number of others have been hired because TEAM is in the county. A problem in this county is that the Black people are unwilling to sign complaints even when they are discriminated against. Another problem is that they have work added on th them. A third problem is that of TEAM's getting the run-around from some of the companies such as Jonathan Logan Company.

(2) Anderson County - Pat Flack

Community involvememt has consisted of the local Human Relations Council, the Elks, the barbers and other organizations. Peter Roda of Holland visited Anderson County and made some plant visits with Flack. The companies though he was a Federal man, and this operated as a big boost. A problem in this county is that the other organizations such as the NAACP are singularly ineffective. Another problem is that Blacks are afraid to complain even when they are discriminated against. Another problem is that of the companies raising production requirements. Finally, there is a problem of Blacks having to start at the bottom, say as doffers while whites start as weavers. Probably the worst company in the county is Dow Badische. This company has been visited by EEOC but no tangible results seem to have come about because of these visits. This company is hard-nosed. A complaint has been filed against them and they are now beginning to open up. They have 17% Negro, mainly on the bottom jobs. They have a training program which is about 10% Negro. Flack has referred about 200 persons to textile and other jobs and he knows that about 75 of them have been hired. Flack has also visited the J. P. Stevens Company and found that they are about 11% Black. They recently upgraded seven Blacks. A pattern is that most of the companies will have at least one "show Negro."

Federal money is used for training in this county under the MDTA but Flack knows of only two Negroes in this Federally assisted program. The MDTA programs are at the Lowenstein Co., the Wamsutta and Chiquila Plants. Tri-County TEC has made an offer to the mills to train workers but the mills have declined that offer they prefer to train their own. EEOC was in the county about two weeks ago. It gave no prior notice to TEAM that it was coming and the representative had lunch with the management. Flack is concerned about a Federal slow down.

Belton Blanket Company is about 60% Negro and hires mainly women. It was visited after discussions with Jim Pierce.

Owens Corning Fiberglas Company is unionized by the Bottle Blowers. It has bad working conditions and has race discrimination but Negroes are afraid to complain. One problem is that Negroes are not involved in making Union decisions. This is a company that has reduced it requirements from high school graduate to tenth grade to eighth grade and now to sixth grade education.

Dow Badische has had one Negro who has finished their training program and who has not been hired. Flack is concerned that this creates a serious problem in that people go through the training program and don't get the job. Lowndes visited the Wamsutta plant about jobs and as a result the company put pressure on

CEO for which Lowdnes is an assistant director. It did, however, move a Negro up.

The CEP program is not in the Piedmont. It is a program in which South Carolina Technical Education Committee is extensively involved but it operates only in eight low country counties. This seems to be a pattern. A food program for hungry children also was limited to 16 non - piedmont area counties. T Square does not operate in the Piedmont.

CAMPS permits only public agencies to be involved. Yet they can veto all county programs. They are funded by the Labor Department. Flack has attempted to get TEAM involved but had not been successful.

On schools, Flack reported that McDuffie High School (predominantly white) is the only one in the county offering textile training. It also offers other technical training. However, they require a "C" average for admission and this had ruled out a number of black youngsters. A survey show that only 7% of the black high school graduates went to college in the last four years. Flack reported that he sent six black youngsters to TEC for participating in a training scholarship program at Tri - County TEC. There are openings for 26 persons.

The companies in this county have a county personnel club and probably work their "pacts" through it.

Miss Fairfax pointed out that the Appalachian Regional Commission has put money into school districts who have their funds cut off and that the INC. fund has had some communications with HEW on this subject. She promised to send Flack an exchange of letters with HEW on this.

Flack reported that the welfare Department has hired two Negroes; that Dow Badishe has hired a Negro former teacher as a chemist; that he has developed an intellengence network which relies to a great extent on black insurance agents; and that Dow Badishe attempts to avoid dealing with TEAM directly.

Al Kehrer referred to the speech by the Undersecretary of Commerce to the effect that 40% of the new hires in textiles inthis state have been blacks and asked whether that seems to be the case in our counties. The general feeling was that that was not the case. Miss Fairfax pointed out that even assuming that the Undersecretary's figures are correct they do not show holding power. In other words it is possible that they have taken on four Negroes for every 10 persons hired and yet due to turnover and the levels at which they started, not have 40% black work force. It is also possible that the turnover rate is because of the high production requirements and a number of other reasons.

(3) Union County - Mrs. Gallman

Hiring has been going pretty well in this county. The best company is the Union Buffalo Mills which has hired people by the truck load. They tend to prefer rural people, apparently on the theory that the rural people can stand the heat, the dirt and noise better than the urban people. Al Kehrer pointed out that we should be careful not to build in a new kind of discrimination under which the black man gets the hot dirty jobs while the good jobs, say, with air conditioning go to whites.

Ace Sweater Company is bad. They have defacto segregation in rest rooms. They have about 150 employees of whom only 17 are black. Mrs. Gallman has taken several car loads of graduating seniors but Ace has hired only one Negro male shipping clerk and one Negro female on the machines. It has many white females on machines. The pattern is that it hires a very very few black people referred by TEAM. Another pattern with Ace Sweater Company is that it hires its people from the House and Home plant in Whitmire (Newberry County) rather than train its own people.

The J. P. Stevens plant simply won't hire Negroes. Negroes who live in Jonesville where this plant is located must therefore travel to Union or Buffalo in order to get a job.

The Cone Mills plant in Carlisle has hired one Negro by virtue of TEAM. They said they wanted a Negro secretary and they went to the Negro principal, Mr. Moorer. They put whites in the summer jobs but not Blacks, they hired Black people from the Buffalo mills. The Negro principal has been very cooperative and has asked the company to deal with Mrs. Gallman, her Area Superintendent has also been cooperative. The Negro principal actually made a plant visit with her.

The Excelsior mills hires Negro college students, both male and female, and has not created any trouble.

Conso Fastener hires very few Negroes. It is mainly a female operation. The personnel manager, a woman who is a part time personnel manager, has a practice of hiring a few Negroes and then saying, "tell the Niggers there are no more jobs, no more Niggers are being hired today." This company hires many whites. This company has said it only wants to work with the Negro principal. This apparently is the worst company in the county and the Director pointed out that we have filed a request for Commissioner charges against Conso Fastener.

The companies in this county seems to have formed some kind of pact along the lines of the personnel association referred to by Pat Flack in Anderson County. They are taking in whites with the result that Union-Buffalo looks very good to the extent that they are taking in Blacks.

The Cone Mills plant in Carlisle pays pretty good with starting pay of $1.94. Also there is no problem on production. Buffalo mills have said that they will take 30 people between July and September.

Pursuant to a memo from the Director, Mrs. Gallman has tried to get TEAM in the papers but has not been successful. She drafted a news stroy for the Union County News and the Union Times built around the fact that Union-Buffalo had hired her daughter in a white-collar, conspicuous job. The newspaper would not print the article she wrote some three weeks ago.

All in all, Mrs. Gallman believes she has gotten about 300 people hired in Union County out of about 350 referred since she came on board in April.

Mrs. Gallman has talked with the State Senator concerning the new Kodak plant and had demanded that Black people be given 1/3 of the jobs. The State Senator has promised to see what he can do and has asked her not to kick up too much dust before the company gets settled in the county. Mrs. Gallman has worked in his campaign and has been involved in local political campaings for 5 or 6 years. Mrs. Gallman has also tried to get a day care center so that the Black women will have some place for children to be kept and taken care of in order to enable them to work. So far she has not been successful.

There seems to be some pressure to keep the Negro women in domestic jobs so that the white women can get the mill jobs.

(4) Abbeville County - Lucion Waller

The Director pointed out that he had asked the Aides to try to be present for 2 hours from 10-12 and the time was running out. The last 2 reports were abbreviated.

Waller reported that the Abbeville Mfg. Co. has been unionized by the ladies Garment Workers in one department only - the pressing department and that the white and anti-union people took to the streets against the Union. The Director filled in some of the background. Apparently the ILGWU decided to unionize one department rather than go after the whole company. That department consisted of about 20 employees and the company consists of about 200. The Union was successful and dozens of the employees, almost 100 of them formed picket lines and demostrations against the Union. The company made some gestures toward punishing the anti-union employees. It also appears that virtually all of the employees were white with the exception of a few Negroes who sisn't understand the issue.

Waller reported the Ku Klux Klan was quite worked up over this issue and was riding in the county.

Waller estimates that the has gotten 30 to 45 people hired out of about 80 that he has referred. In addition, he has gotten some people promoted. He has filed two complaints.

The Monsanto Company where Waller works, practices discrimination in promotions. Black people can only go as high as Group II and thereafter you can only be promoted on the recommendation of a foreman and the foreman are all white and make no recommendation for Negroes. One complaint has been filed against Monsanto, by Waller in his own behalf.

Another problem is that some companies simply won't talk to TEAM. An example of this is PJ. P. Stevens plant.

This is a rural county adjoining Greenwood where fear among blacks and oppression by whites is rampart. Its people tend to work in Greenwood though living in Abbeville, about 12 miles away.

(5) Spartanburg County - Rev. A. C. Jones

The Layman Pacific mills of Lowenstein uses a speed test and require that people make a sc score of 20 or more. This has been a serious problem for Negroes. They have now started hiring Negroes based on TEAM recommendations. Rev. Jones has simply given out his cards and this has resulted in their getting hired. The starting pay is around $1.70 per hour.

Jackson mills wants Negro battery fillers and weavers at $2.00 per hour. Rev. Jones has placed 1 Negro female in this company as a doffer @ $1.70.

The Garvin Company has placed 5 Negroes and has stated that it can place 5 more.

The Parley Rubber Co, has stated that it will hire 200 people. So far it has hired 2 Negroes as glove inspectors @ 1.60 per hour. It has also upgraded 1 Negro to a supervisory position in a mainly white mill.

Rev. Jones stated that he is able to place a secretarial applicant but he can't find one. Mrs. Gallman stated that she would give him some names from Union County.

Buttee Knit has hired some Negroes.

Rev. Jones stated that he has personally placed about 14 people and about 175 have been placed in all, either directly ot indirectly by TEAM's efforts but that he is not able to report on that precisely because of difficulties of getting people to let him know what happens after they have applied.

At this point Mr. Kehrer reported that he had to leave but it was important that there be written reports concerning the year's operation showing results of our activities, in terms of people hired, by sex, age, and so forth and also the side effects of TEAM's presence. He thought that the interrealtions should be shown in the report. Miss Fairfax stated that it was food to hear from the Aides. She agreed that we would need written reports. She stated that it is good to get inside story rather than theoretical projections. She also agreed on the importance of seeing the interrelationship between

jobs and matter such as housing, sewers, welfare, money management, day care center and so on.

cc: All TEAM Aides

After lunch, Mr. Kehrer, Miss Fairfax and Mr. Johnson met further. The Director reported that Greenwood, Pickens and Newberry Aides were simply not functioning. The Pickens County Aide has never functioned. The Newberry Aide functioned for a few weeks. In Greenwood County, 2 or 3 non-textile complaints have been filed but no reports of general sustained activity have been submitted. This is the only county where we had 2 Aides. Rev . Cain has been engeged in activities other than TEAM work and Rev. Norman has not devoted much time to our work either. Recently, Rev. Norman called and asked whether his son could be substituted for him. The Director told him to have his son to do the work and he could submit the report. No report has been submitted. The son is scheduled to go back to school in September.

In Greenville County, our Aide, Mr. Robert M. Ford was working two jobs when we took him on board after he filed a race discrimination complaint against the American Tractor company regarding promotion. (Neither that complaint nor any other complaint filed by TEAM have, to the Director's knowledge, been decided although in most cases they have been investigated. The bottleneck seems to be in Washington on complaints.) After the Frogmore conference, Ford quit one of his jobs in order to be able to devote more time to TEAM's work. Most recently, he has changed jobs so that he can be free after 2: 00 'oclock in the afternoon to do TEAM's work.

On training, the Director stated that he has been pushing Greenville TEC's textile Technology training program and the Clemson textile engineering and similar programs. We have referred some 12 or 15 people to Greenville TEC for testing for admission to the program. Prior to TEAM's coming into the area there was 1 Negro enrolled in that program for the school year 1967-68. Of the 12 or 15 which we have referred, about a half dozen actually passed the test and were accepted for admission. It now appears that 3 or 4 will attend for school year 1968 -69. The program at TEC is one where the student studies for 2 years and obtains an associate degree. The textile industry has assured TEC that it will hire as many graduates as TEC can put out at a pay rate of no less than $6000 per year or $500 per month. (This is more money than a beginning teacher makes in this county with 4 years of college and an "A" on the teachers' examination.) In addition, the industry has stated that it will reimburse the graduates for their training expenses at the rate of 25 per cent, if the youngster stays with the company for 6 months, and 50% if he stays for a year.

The Director reported on correspondence and meetings involving Clemson University, Greenville TEC and the Greenville County Schools, in addition to the American Association of Textile Chemists and Colorists (AATCC). The background is that AATCC determined to take a mobile unit to 5 high schools in the county for five days for the purpose of recruiting and encouraging youngsters to go into the textile chemistry field. Clemson and TEC and the School District. All of the schools chosen were white. The Director wrote a letter to AATCC with copies to each of these participating agencies and to the 5 Black principals complaining of this matterr in some detail and some strength. A meeting was set up at TEC with representatives of these agencies and TEAM. One result was that TEC decided to run the program again at TEC and to invite the youngsters from the Black schools. Because it was about graduation time, the program was not very successful with respect to the seniors who we particularly wanted to reach but there was a good number of the young people from the lower grades present. Another point raised in the meeting was that TEC's board is all white. The Chairman stated that the appointments are made by the County Legislative Delegation and suggested that I talk with the local state senator. I also pointed out that a number of their advisory committees were all white and offered to recommend names to them. I recommended TEAM's Aide for the textile advisory committee, and a group of Black doctors and dentists for the health occupation advisory committee. The result of this is that it appears that a Black dentist will be appointed to TEC's board of trustees and it is not clear what will be done about the advisory committees. Another point raised was the racial composition of TEC's staff, including their recruitment staff, which is white. The result of that was - I submitted a group of names, about ten, for consideration for the working on TEC's staff. The latest information is that TEC has made reference checks on several of these persons but, as far as I'm aware, has not hited any. However, other information is that it has decided to take on a Black teacher on a full time basis who had previously been working only on a part-time basis.

The Clemson Dean has indicated in a telephone conversation that the lowest paid graduate that they had last year is making over $9000 a year and that they would welcome additional students, including Black students. Last year they had one. The Director also pointed out that he had taken 4 youngsters to Clemson for taking the admittance test for admission to Clemson by attending Greenville TEC division. The Director also took the test since he was there: The scores (subsequently received are as follows:

SCORES - TEST TAKEN AT CLEMSON - August 15, 1968

	Verbal	Math	Total
Copeland, Pauline	287	267	554
*Houston, Conway	231	365	596
Johnson, Mordecai C.	628	478	1106
**Mendenhall, John	299	430	729
Norris, Booker T.	399	516	915

* To enroll at TEC, Technical Drafting 8/26

** Is to get financial assistance from TEC loan - is taking Advanced Algebra now - to take technology beginning 8/26 full time.

Miss Copeland decided to enroll in TEC's one-year Technical Secretary training. We assisted her and Mendenhall in getting on the work-study program doing clerical work. Houston decided to enroll in Technical Drafting (2 years) at TEC. Mendenhall has decided to enroll in Chemical Technology (TEC"S) (2 years). These 3 are enrolling 8/26/68. Norris has decided to accept a scholarship at Area Trade School (Negro) in Denmark, S. C. Another youngster, Tony Smith has decided to enroll in textile technology and we will assist him in getting financial assistance.

The Director pointed out that 2 new groups have been founded with TEAM's assistance: The Black Awareness Coordinating Committee and the Operation New Breed. I assisted BAAC in getting organized through providing counseling, the use of our office and so on. They have made some attempts at starting a Black Awareness Freedom School. They have been involved in the firing of 2 Black disc jockeys from a Black radio station owned by whites. They have threatened direct action and filed complaints against Kash and Karry, a local grocery store, concerning the hiring of Black people, with the results that 2 Black girls were hired immediately and 7 others in the next few days. The complaint has also been investigated by EEOC. They surveyed the proportion of Black employees and customers in Woolworth's and threatened direct action against that company, the result is that Woolworth sent in a person representing the national office and appropriate commitments were made so the picket line was called off. (A by-product was that after the newspaper published the fact that BAAC had gotten a picketing permit following some roadblocks thrown in their way and following my advice that they should proceed to ignore the picketing ordinance because it is unconstitutional, the City Attorney has reviewed that ordinance and the City Council now has a revised ordinance before it to make it constitutional. (I haven't seen the ordinance as proposed to be amended but the talk in the community is that it probably makes it more difficult to get a picketing permit.) BAAC representatives and I met with a local bank concerning it employment practices and the bank has made a commitment that it will institute a training program in the fall and it will include at least

1 Black girl in it. A TEAM complaint has also been filed against that bank to the Treasury Department but it has not, to my knowledge been investigated. (Because time was running short, the Director's report was limited to 15 minutes. The Director made a commitment that he would write a fuller staff report for submission to the board.

The Director reported that Dave Franklin of OFCC had asked us to send a telegram to the Secretary of Defense complaining that no decisions have been made with respect to the Big Ten which was investigated some time ago. It appears that DOD is about to sit on these cases forever or to back down and issue weak decisions unless it feels some pressure. Miss Fairfax wondered why higher level pressure should not be brought such as for example some TEAM board members and their organizations and the Director stated that he had made some judgement that the pressure should start from a low level at the grassroots and build up to the big guns. The Director reported that none of the telegrams had been sent. (It developed that Anderson County had sent one) and suggestion by Mr. Siceloff stated that a statement on the background should be written so that the telegrams might specifically relate to the problem. Miss F irfax stated that I should not draft a model telegram since we would not want it to look contrived.

Miss Fairfax reported on a conversation she had had with Susie Foshee of EEOC concerning a meeting of the "September Group" or a new Charlotte hearing. It was decided that TEAM should press for a small "September Group meeting at an early date in September and possibly thereafter a new Charlotte hearing. In the meantime TEAM's board should meet in Washington in connection with the "September Group" meeting.

There was some discussion about the future of TEAM and the future of its Director. The Director reported that he had applied for working with the Community Relations Service as Regional Director for the Atlanta region with the understanding that he would not accept the offer if TEAM is refunded or if something satisfactory is worked out in the way of the private practice of law. The Government is now in the process of running a security check on the Director, after which, CRS would have to convince the Civil Service Commission that the Director would be given a Grade 16, which is what the job calls for rather than a Grade 15 as CRS was inclined to want to do. The Director told CRS that he probably would not be willing to accept a Grade 15 appointment to hold a Grade 16.

The Director expressed the view that TEAM should be continued. It really began in April when the Aides were taken on. They still need some guidance and orientation from a central source, we should be involved in more counties; and we could consolidate our gains and go for more. Overall, we have done well under the limited circumstances of time and resources but much remains to be done. We We have not even approached the thousands and thousands of jobs that we talked about last September but we have gotten humdreds and we have begun to create some awareness in each of the communities where we have become involved. Mr. Siceloff stated that the Aides will continue in any event because they are now motivated although they may continue without money and with less emphasis. Miss Fairfax expressed the opinion that we prpbably would not be able to obtain finances at the level that we had it this past year and at least not from the field. One possibility discussed

was for the Director to go on a part time or consultant basis with the freedom to practice law. A possibility is to move the office to Florence and run it from there while at the same time practicing law there or to run it from Greenville in conjunction with a law practice from Greenville. STill another possibility is to look into other job possibilities of other government agencies and finally the possibility exists to go with Community Relations Service. Miss Fairfax and Mr. Siceloff emphasized that it hinges on the Director's own personal decision. The Director pointed out that he had made no personal decision at this time.

We agreed that we would meet again September in Washington, around Sept. 10 or 11 and that TEAM's board would meet at the same time and that in the meantime a staff report should be done concerning the last 4 months of our operation with the Aides. Miss Fairfaz suggested that the Director talk with Attorney Julius Chambers in Charlotte concerning financing possibilities. Mr. Siceloff had to leave at 3:00 'oclock .

Miss Fairfax distributed copies of TEAM's financial report for the period from TEAM's beginning through August 9, there was $2,503.84 remaining unexpended out of $30,000. A copy is attached.

1 incl.
TEAM financial report

cc: TEAM Board Members

TEXTILES: EMPLOYMENT AND ADVANCEMENT FOR MINORITIES

TEAM

AN INTERAGENCY PROJECT TO PROMOTE EQUAL EMPLOYMENT IN THE TEXTILE INDUSTRY

COURTNEY SICELOFF
CHAIRMAN OF THE BOARD

MISS JEAN FAIRFAX, CHAIRMAN
FIELD COORDINATION COMMITTEE

MORDECAI C. JOHNSON
PROJECT DIRECTOR

P. O. Box 1015
22-A East Coffee Street
Greenville, South Carolina 29602
(803) 239-9877

August 31, 1968

MEMORANDUM

TO : TEAM Board Members

FROM : Mordecai C. Johnson

SUBJECT : Letter - Anderson Aide, Patrick Flack

The attached report from our Aide for Anderson County for the week ending 8/24/68 probably illustrates better than I can why TEAM just must stay. To pull out now would be disastrous for Mr. Flack and would say to them, "we would rather switch than fight."

August 24, 1968

Report of TEAM Aide - William Patrick Flack
Week of 8-19-68---8-22-68.

I spent the morning of August 19, 1968 checking the local places for workers. Brown Gleen of J.P. Stevens called and wanted four men to start on the job training. After checking out with the usual places and I came up with no one who wanted that job. I did some raiding on other jobs and came up with two men; Rufus Chamblee and Alvin Martin. Odell Alexander who was working with Carolina Junk Yard. I sent them over to the mill. They are scheduled for a physical Friday.

I checked by the Coca Cola plant. I had heard threw the grape vine that a couple of fellows wanted some changeto something better. Charles Colabort of Jefferson Avenue and Theo Crolesy of Quarry Street, here in Anderson,; they were sent over as of today. They haven't let me know anything on their out come.

Tuesday:
Charles Smith from EEOC contacted me. He was here to look in to the complaint filed by Mrs Ruthe Witcher aganist Dow Chemical. After a long talk, I had him to see Father Butler also, Bill Lowden. Lowden is new Director of OEO(OEO). Anyway, we supplied Charles with all the information we had on Dow. Charles was to see the manager Wednesday. We want him to stick around and do a little research himself; but it seem that he had to be in Greenville, South Carolina, that night. He was in a hurry to get back. He had a very good picture. What we were up aganist but he offer me No encouragement but it would have helped for him to let it be known, shall I say, that he was here on a complaint from TEAM.

You can be sure that all the top guys from all theplants in the area knew. They had a meeting at the Chamber of Commerce with a group of Black people. The reget kind of Black folk. They think TEAM is the wrong kind of and wouldn't invite any of us or any of our associates. Nor OEO workers either. The purpose of this meeting is for the group of referthe kind of Black folk to the plants who want to work just as they say. Above all, ones that wont complain or encourage others to complain. They tried to get TEAM complaint to be at Dow at 10 o'clock Wednesday morning so that it show Smith they were trying. TEAM stop that action. Smith didn't do a good job. I don't know if he did not care or sold out ; but one thing for sure, he made TEAM look bad in this area.

Unless something is done and done real quick, TEAM is lost in this area. I mean we are really lost. When I came aboard with TEAM, I was told that TEAM is fearless and wouldn't take a back seat. I was told that TEAM would take one, anyone if they were wrong. This is what I am looking for. Not only for myself, but for the many people who is being wronged every day. I had to stop this report to go down to the Chamber of Commerce. There was some concern about the clippijg I mailed each of the fellows in mostly Industry. They are up set. I was questioned at hearth. Just as the secret police do-who pays me, where it comes from, where do I recieve my orders from, and how often, etc. I didnt answer. I just gave him a copy of the announcement about TEAM and its purpose and board members. Then they asked the question of didnt I think that the local people would and could do a better job about it and more about it. I assur d him I was local but he think that I have gotten my orders from out of town. I have to be questioned they say.

I have noticed in the past few weeks I have had a demand for more money from my creditors and that to the bank has changed it attitude toward me. Also, mu salesmen who work my place have changed their policy toward me. I am beginning to feel a tighting-up presure on me. My credit use to extend fro a month but now it has gone to a weekly basis. So you can see the "noose" is getting a bit tighter each day.

It was stated that I am trying to push intergation to fast. Well, so goes life. One can't close what's due the black man and I can not rest until doors are open and jobs are up-graded. And we being in the main stream of things.

I would appreciate anything you can offer in this regard.

Respectfully submitted,

William Patrick Flack

William Patrick Flack

Enclosure

TEXTILES: EMPLOYMENT AND ADVANCEMENT FOR MINORITIES

COURTNEY SICELOFF
CHAIRMAN OF THE BOARD

MISS JEAN FAIRFAX, CHAIRMAN
FIELD COORDINATION COMMITTEE

TEAM
AN INTERAGENCY PROJECT TO PROMOTE EQUAL EMPLOYMENT IN THE TEXTILE INDUSTRY

MORDECAI C. JOHNSON
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September 12, 1968

MEMORANDUM

TO: TEAM's Board

FROM: Mordecai C. Johnson

SUBJECT: Project Report for year ending September 1968

I. Historical Report - What Happened

A. Phase One: Identifying target areas; gathering information about key state agencies and programs; getting Federal commitment and developing working relations with field offices; alerting community leadership; Piedmont Conference on Jobs and Training.

The project history begins with December 1965. The period from December 1965 until August 1967 is covered in a memorandum from Miss Jean Fairfax to me entitled "TEXTILE INDUSTRY PROJECT" and dated August 7, 1967, with attachments. (1) The "TIP," as it was then called, began with discussions inside LDF concerning the general area of employment. However, textiles were number one among the priorities. Some consideration was given to gathering basic data and holding workshops, together with the filing of employment cases in court. This was followed by a meeting with EEOC and a firming up that textiles would be zeroed in on. Other meetings and correspondence and additional follow up ensued. Goals were set, studies were done, and a forum was held by EEOC in Charolette on January 12th and 13th, 1967 concerning equal employment in the textile industry of the Carolinas. A 400 page transcript was

developed and there was extensive press coverage. Thereafter it was decided that OFCC would do compliance and enforcement follow up in the Big Ten plants as follows: Burlington Industries Inc., Dupont corp., Cannon Mills, Cone Mills, Dan River Mills Inc., Deering Milliken Inc., Fieldcrest Mills Inc., J. P. Stevens Co., Kayser - Roth Corp. and Spring Cotton Mills. EEOC was to refer other plants to the Justice Department for "Pattern or Practice" suits. The North Carolina Good Neighbor Council which had received an EEOC grant was responsible for following up in North Carolina for plants other than the Big Ten or the Pattern of Practice per group. ATRO was to do follow up in South Carolina for plants other than the Big Ten or the Pattern of Practice plants. Other government agencies were to be involved. Extensive information was developed on the J. P. Stevens Company for a technical assistance program by EEOC in that company's ten county operation in South Carolina and it's nine county operation in North Carolina. An affirmative action program was developed to involve the company, the minority group community and other groups. The J. P. Stevens route was to serve as a model. Meetings were held with the company and plants were to be visited by OTA. Detailed assessments were to be gained in plant visits. State wide meetings of Government officials, minority group leaders, OFCC and EEOC officials were to be held to enlist individual organizations to assist in equal employment. Local meetings between the government and minority groups leaders were to be held involving Stevens representatives disseminating information on job vacancies, skills required etc., and plant tours for minority group leaders was to be arranged. The work with the minority group leaders was to be designed to motivate Negroes to apply and prepare for textile employment and to establish permanent counseling facilities to assist minorities in making applications

for employment and adjusting to industrial life. Local groups were to be involved. The State Employment Services would be asked to participate, other groups such as the Good Neighbor Council, Job Corps, Neighborhood Youth Corps and Community Action Agencies would be enlisted to prepare and place minorities in the mills and still other groups would be asked to finance a private employment service along the lines of the Employment Guidance Center in Columbia South Carolina. (2) Similar plant visit procedures were set up for OFCC (3).

A proposal by the North Carolina Good Neighbor Council called for $29,000 for a general education program for dealing with state and local agencies serving the textile industry and for an intensive program in five textile work force areas composing 14 counties with over 000 textile units. The "education" program would be directed at textile mills, principle organizations of the state, church groups, civil rights organizations and schools. The "state and local agencies serving the textile industry" portion concerned a conference with the heads of state and local governmental agencies providing services that pertain to the textile industry such as employment security offices, Department of Vocational Education, Community Colleges, Department of Conservation and Development and Transportation agencies. The "intensive program" would involveinforming the textile plants of the requirements of law and soliciting their cooperation, organizing training programs for non-traditional jobs in each of the three county areas; and stimulating the Negro community, mainly through the work of a Negro hired on a part-time basis as a special representative, with the principle objective of disseminating information concerning job openings and encouraging Negroes to apply for them (4).

By March 20, 1967 the private agencies interested in South Carolina (Emory Via of SRC, Courtney Siceloff of PCC, Al Kehrer of AFL-CIO, Miss Jean Fairfax of LDF and Mr. Blackwell of SRAP) had firmed up a South Carolina oriented program. It called for a cooperative Federal private relationship and a private interagency South Carolina program "to eliminate all forms of discrimination in the textile industry." It was by definition ambitious (5).

By April 7, 1967 a grant application had been submitted to the Field Foundation calling for $25,000 for a one year project in South Carolina textiles to begin on May 1, 1967 subject to the selection of a competent staff person. The three main areas of work were: (1) "Watch Dogging" public agencies relating to textile employment such as training programs and the employment service officers; (2) Working with local groups to motivate and recruit Negro workers to apply for jobs and training in the industry: and (3) Technical assistance to companies wishing to engage in affirmative action programs. The achievements hoped for were: (1) A substantial improvement in numbers and percentages of Negroes in entry levels jobs; (2) A wide scattering of Negroes in the higher white collar jobs; (3) Changing the practices of training programs regarding the acceptance and recruitment of Negro trainees and (4) reorienting the employment service offices and others to effect institutional changes. An end product would include an assessment of the procedures, accomplishments and changes in practices for EEOC, OFCC and other similar programs by evaluating the effect of a close working relationship both at the top and in the field between private and public agencies. A concluding comment was directed to the possibility of "locking in" Negroes into the lowest paid industrial jobs and the rationale for dealing with textiles was explained to be that the industry is big; it often provides the only industrial jobs; it is important to local communities; it influences social patterns; and it serves as an

introduction to industrial work. The locking in effect was to be avoided by also facilitating local groups to assist workers in the development of complaints in better quality industries and by encouraging the government to seriously consider this problem and take appropiate action.

Information was gathered on some of the available resources in South Carolina including the Textile Education Committee (TEC) and its Special Schools Division, the Employment Guidance Center in Columbia, Project Assist, an establishment of the Urban League and Project T - Square.

By mid June of 1967 ATRO was submitting an interim report on the textile project. They had visited 12 of a projected 100 plants and all of these plants were located in Greenville and Anderson counties. Additional visits were scheduled for Laurens and Greenwood counties. A thumbnail sketch on the plants visited showed five which were evaluated as "good" or "very good" or "excellent." (7)

(The following (?) is essentially taken from attachments to Miss Fairfax's memorandum of August 7, 1967.) Other highlights are that a reasonable goal was set at 25,000 new jobs for Negroes in the textile firms in the Carolinas. This would mean about 12,000 jobs in South Carolina or about 1,000 jobs per month or about 100 jobs per month in ten counties or about 25 jobs per week, per county. Only 1% of the Neighbor Youth Corps projects were black and the State Employment Service in Greenville was all white. A Big Ten meeting was scheduled for late June with the Secretary of Labor and OJT training requests were to be funneled through OFCC. Several firms in Anderson and Greenville counties had sent in "letters of intent." Giving employers the names of Negro leaders is not effective. Plants will be revisited by EEOC within 90 days and information will be developed

Choppy

This would projection

on new plants and growing industries including non-textile industries. OFCC was to meet with the interagency textile advisory council (ITAC) and the unions in August and it was observed that the racial mix in unionized plants is no better than that in non-unionized plants. South Carolina SAC has selected employment as its priority for the fiscal year and the Ad Hoc Committee (as TEAM was then called) had recommended that SAC's first conference should be on textile employment.

In May and June of 1967, discussions were entered into between the "Ad Hoc Committee" and me which resulted in the drafting of a job description for the project director and in an employment commitment beginning in September 1967.

A decision was made to locate the office in Greenville rather than in Spartanburg or Columbia and a meeting was held in Washington at EEOC for two days early in September 1967. At this meeting the representatives from a number of interested agencies were present, including EEOC, OFCC, U. S. Commission on Civil Rights, North Carolina Good Neighbor Council and its employment project staff and the Ad Hoc Committee and its new project director. Various materials developed by EEOC were distributed and the role of the various agencies were discussed. The meeting was held on Thursday and Friday, September 7th and 8th, 1967. This was followed by a meeting of the Ad Hoc Committee at which time the name TEAM was adopted and the project director's job discription was finalized. And a number of preliminary matters were discussed (8).

By late September, I had moved to Greenville, gone through extensive difficulties (race discrimination) trying to obtain a house and other difficulties obtaining an office; interviewed a few people concerning the local textile industry;

attending a Voter Education Conference and talked to additional people in Columbia and we were in the process of finalizing a press release. We also entered into some discussions concerning secretarial help (9). TEAM's next board meeting was set for Thursday, September 28, 1967 in Atlanta in conjunction with the Southern Interagency Conference. In the meantime I visited ATRO on September 27th and 28th to meet their staff and learn what they knew. I learned that ATRO had scheduled 16 counties for plant visits: Aiken, Allendale, Anderson, Greenville, Oconee, Pickens, Cherokee, Chester, Greenwood, Spartanburg, York, Kershaw, Lancaster, Laurens, Newberry and Union. TEAM had omitted Aiken, Allendale and Kershaw counties because of relatively low textile impact and had added Abbeville because of relatively high Negro population. ATRO had completed visits to Anderson, Greenville counties and was in the process of visiting plants in Spartanburg County. (as of February 6th 1968 ATRO reported that it had visited all of these counties with the exception of Cherokee County but that their reports had not been written out.) ATRO had visited 52 plants in these five or six counties of the 100 which it planed to visit. It had eliminated plants with less than 100 employees and Big Ten plants. Of the 50 some plants visited, EEOC concluded that about 35 offered good or reasonably good prospects for jobs for Negroes. Greenwood Mills represented 14 of these. The figures on employment by race, of course, merely documented specifically what was well known generally: that Negroes get the lowest paying jobs and that the most under represented is the Negro female.

During my meeting with EEOC, Harold Cramer discussed the possibility of working out a co-operative arrangement possibly between EEOC and the

South Carolina Economic Opportunity Board (T - Square) primarily directed toward a relocation project similar to that in North Carolina. We rejected that suggestion largely because of philosophical difficulities the director had with a such a project and because of the North Carolina experience which was not particularly heartening. The director encouraged to quickly get an office and prepare an overall strategy for operation. The minutes of the board meeting in Washington on September the 8th were finally typed in New York. The minutes of our September 28th meeting in Atlanta are also attached (10). By this time we had drafted a press release (11). Our bank account had been opened and I had been advanced $500 for a revolving account. We had entered into discussions with Mrs. Harnitha Smith and Mr. Martin England of the American Baptist Convention Ministers Admission Board relating to a reimbursement arrangement for Mrs. Smith to do secretarial work for us. I had been instructed to submit expense statements on out of pocket expenses separately.

The next meeting was set for October 23, 1967 in Greenville at TEAM's office, provided we have one by then. The minutes are attached (12). We had obtained an office negotiated, with respect to a secretary, gathered information about key state agencies and programs, decided upon a "dinner with TEAM to alert the civil rights leadership in the state about TEAM, decided upon a Piedmont Conference on Jobs and Training (PCJT) in conjunction with the South Carolina State Advisory Committee to the U. S. Commission onCivil Rights (SAC) and we discussed other matters. In preparation for the Piedmont Conference on Jobs and Training, I gave extensive assistance to the Civil Rights Commission by providing approximately 1,000 names of possible invitees, helping to draw up

the program and preparing TEAM's two basic documents which were distributed at that conference (13) and (14).

A report on my activities through November 6, 1967 with a letter of invitation to the dinner with TEAM is attached (15).

The Piedmont Conference on Jobs and Training (PCJT) went well. Two board meetings were held in conjunction with it. In the meeting on December 1, 1967 Commissioner Samuel Jackson attended and reported that he had been to Columbia and talked with John Cauthen, Executive Vice president of the South Carolina Textile Manufacturing Association. Cauthen had stated that a new, yet unpublished state Labor Department report showed that there had been a gain of 2,000 textile jobs in the state, from 138,000 to 140,000 between 1966 and 1967 and that in 1967 Negroes held 20,000 of these jobs. Some 4,000 Negroes had been hired since the Charlotte forum out of a total of 6,000 persons. The industry was reported by Cauthen to be now 14% Negro for 1967. The industry had held six meetings concerning equal opportunity and Cauthen felt that they needed people. Commissioner Jackson suggested that I read governor McNair's testimony before ITAC which he described as "beautiful." He stated that an economists at the University of South Carolina had actually written the governor's statement after the Governor had rejected a rather self-serving statement prepared for him by the industry. The Justice Department was not filing suits against textiles and instead was using EEOC referrals as a club for negotiation purposes. No suit had been filed against a government contractor and it appeared that the Labor Department was actually calling the shots. EEOC itself had problems with respect ot its own racial composition. OFCC was kicking off its program but there was some question about the Department of Defense. The small Business Administration and

Confidential (?)

? ?

Economic Development Administration were now inquiring about race. Harry Boyte has Harold Cramer's old job.

Further information on TEAM's meeting with Commissioner Jackson is attached. (17).

TEAM also met with George Butler on the night of December 2, immediately after the PCJT. Present were Miss Fairfax, Dr. Via, Mr. Kehrer, Mr. Siceloff, Mr. Lyles and Tom Mcpherson, George Butler and Bill Morrison of EEOC (16). Butler explained that EEOC is doing a coordination job; Boyte and Cromartie constitute the T/A operation; T/A will be completed by February 1968; Boyte will work almost exclusively on T/A; while also working on thethe new plant program and Cromartie will work 75% T/A; OFCC will pursue the Good Neighbor Council and will be geared up in January 1968; there is a conflict between DOD and OFCC; the new plants programs includes Allen Gibbs, Henry Ford, Bill Morrison, George Butler and one or two others; and an eternal problem is that Commissioner charges are not identified as such at the regional level and had not therefore been given priority even when they related to textiles.

Miss Fairfax stated that she believed community organization is the thing that TEAM should begin dealing with now. Mr. Kehrer suggested that we place the Lyman Printing and Finishing Company on our list of priorities in view of some statements it made at PCJT. Jake Schlitt of CCR stated that they would make available the list of participants in PCJT. Miss Fairfax suggested that we consider working in areas other than in Greenville. Spartanburg area initially to avoid the difficulties of working in a big city. Mr. Kehrer felt that Pickens County and especially Easley should be high on our list of priorities. He also suggested that I check out Mrs. Gloria Scott from Newberry who seemed to be a good person based on statements she made at PCJT.

A staff report prepared in January 1968 is attached (18). It summarizes my involvement in the Piedmont Conference on Jobs and Training, our follow-up, including our Spartanburg County operation, our conversation with Harry Boyte of EEOC, our involvement in Greenwood County and our efforts to secure a secretary

B. Phase two: Community visits; preparation of handbook and other materials for Aides; training workshop for Aides.

Following TEAM's resolve to run a Community Organization program (see above), we proceeded to write numerous letters to plants in a number of counties (19). (Attach sample of planr visit letter). We wrote approximately 75 plant visit letters and talked to plant officials in about 40 cases. For various reasons we did not talk to others, in some cases because I could not get to them (a case of biting off more than I could chew), and in other cases because they declined to talk to me for various stated reasons. Most of those that I was not able to get to were contacted, at my request, by the Aides for the counties where we took on the Aide.

In Abbeville County we sent out 7 plant visit letters and visited 2 of these: Dow Badische, a new company set up by Dow and a German firm, are an old line textile company and Lowenstein. Both of these were pretty bad. Dow has given us quite some trouble, as indicated below.

In Cherokee County we sent out six letters and visited four of them: Blacksburg Mills, Chemstrand, Limestone Manufacturing Company and Carolina Apparel. Limestone, ALowenstein subsidiary, was fairly good but Chemstrand and Carolina Apparel produced nothing.

check specifics with AT&T & Woodward

In Greenville County we sent out 16 plant visit letters and talked to a few by telephone. They were assigned to our Greenville County Aide who was not successful in making any plant visits. Some of these, however, were visited by EEOC last year and impressed EEOC favorably. Our experience does not support that.

In Greenwood County, we sent out 7 plant visits letters and visited 6, Parke Davis, Nantex Rivera, Riegel Textile, Abney Mills, Greenwood Mills and Monsanto. We also visited Piedmont TEC and Brewer High School. Greenwood County was uniformly bad, probably because Greenwood Mills, a leader, is bad and it passed the word to the general effect that I have Union connections and shouldn't be cooperated with any more than absolutely necessary.

In Newberry and Pickens Counties, we wrote 4 plant visit letters but visited no plants. In Spartanburg County we wrote 14 plant visit letters and visited 9 plants. The best was the Reeves Brothers plant. In York County we wrote 5 plant visit letters and visited 2 plants. In Union County, we wrote 3 plant visit letters and visited all three.

In general, I found most of the plants would let me in their doors but they varied in the extent to which they would say anything and very few of them were willing to enter in a sustained cooperative arrangement with TEAM to improve their EEO pictures. The plants were selected on the basis of what I had learned from EEOC and a perusal of the Industrial Directory. We tried to get a broad spread but to the extent possible, we also tried to concentrate on plants which were new and large. I found that as a group, the newer and bigger companies were better to deal with. Also, the apparel companies were more likely to hire a lot of females and a lot of Negro females. The generalizations of course are subject to numerous exceptions. One avoidance tactic is to refer us to the company's headquarters whether it is in the State, or in New York or Atlanta or North Carolina for discussing

equal employment at this company. The plant manager refuses to discuss the situation with respect to his plant. At headquarters, the Headquarters person will discuss the company as a whole but not "specific plants, or propose to discuss, say, 15 plants in a one-hour conference, or not have the details, etc. We found that there are basically three kinds of companies in the textile area: the man-made fibers companies such as Parke-Davis, Dow Badische and Chemstrand or Monsanto, the old line textile millssuch as the Union Buffalo Mills and the Garment or Apparel or "cut and sew" companies such as Huggins Garment Company or Hale Manu - facturing Company. (Garment industries commonly will have names which includes manufacturing companies such as Abbeville Manufacturing Company although in cases they do say something about their products such as Carolina Apparel or Carolina Blouse or Maxon Shirt.)

We had also decided to take on Aides on a county by county basis. In the course of my visits to communities, I talked to community leaders as well as company officials. I explained to community leaders what TEAM was about and that we were looking for a local person to work with us to improve the picture on textile employment in the county. They invariably came up with several suggested names and I checked them out as best I could, given our time limitation.

In March, I drafted a grant proposal to obtain funds in order to take on an aide in each of 14 counties. We decided on a training session for the Aides to be held in April 1968 and, in preparation, prepared a great deal of material to put in their hands. For example, SRC prepared a document which could be used to improve ones score on the Wenderlic Test, one of several tests (quite culturally oriented) widely used in the man-made fibers industry. The workbook and the hardfacts book previously referred to were included, being revised slightly.

My interview notes on companies in the Aides counties were included. In short, we prepared a large body of materials for the Aides to use in becoming familiar with the situation as we knew it and in readying themselves. A report on planning for the Aides workshop and on other matters in this period is contained in TEAM's board meeting for March, 1968 (19).

The TEAM training workshop went well (21).

By this time we had obtained $2,500 from the Legal Defense Fund and $2,500 from the Southern Regional Coundil and we are now awaiting an additional $5,000 or $6,000 from the AFL-CIO. We never did obtain the Labor money. By May 17, 1968, we had expended $18,516.39 and had a balance of $6,483.6, plus the SRC balance. The expense of the conference itself was extensive and between April 21, the date that the 3-day workshop ended and May 25th we had spent $1,337.10 for Aides. Incidentally we got our first press coverage since the initial press release during the month of May (22), with the exception of some coverage in connection with the Spartanburg County Mass Meeting referred to earlier.

C. Phase three, <u>the community programs</u>: county by county reports; statistical plus evaluative information.

As indicated above, we took on Aides for 9 Piedmont area counties. While we had developed information for additional counties as well as statewide and some regional and national information, the work done has been primarily limited to 9 counties. Our work has been primarily directed toward textile jobs and training although we did go into some other related areas. We have requested our Aides to prepare their own county by county reports and to the extent that they have been done they are attached. They will speak for themselves. Some information is set forth below on a county by county

basis. Additional county by county information is contained in our"Hard Facts book.

One Abbeville County. This 300 year old County was originally a rich gold mining area. It is 65% rural, sparsely populated (21,000), and has a relatively high proportion of Negroes (32%). The textile industry provides 72% of all manufacturing employment. For fiscal 1967, the racial breakdown for non-salaried textile workers was 1400 white males, 900 white females, 400Negro males, and 92 Negro females. (The 1967 figures are the latest available. They are taken from the 32nd Annual Report of the Department of Labor of South Carolina for the period July 1, 1966 and July 3, 1967. They are more recent than the data set forth in our "Hard Facts" book.) The Ku Klux Klan still rides in Abbeville County. A flare-up occurred in De. 1967 around the issue of police brutality. Generally speaking, fear in the black community is the order of the day. For the school year 1967-68, only 51 black children were integrated into the county's 3 predominantly white high schools. Textile training was offered only at Abbeville High School, a predominantly white school according to the latest information available.

In early 1968, I wrote 4 companies a plant visit letter: The Bigelow Sanford Co., the Deering Milliken Co.-Abbeville Mills, Abbeville Manufacturing Co. and the Huggins Garment Co. The best was Bigelow Sanford, the second best was Huggins Garment Co. The Abbeville Mills, the Deering Milliken plant was horrible. (Note: this is a Big Ten plant). The plant manager was unavailable and the personnel director and the equal employment director were both uncommunicative and uncooperative although they did let me in the door.

A newly organized NAACP chapter was beginning to get of of the ground when we visited this county in February 1968. The president himself, Willie C meron, is a good man but it appears he has no troops and the black community is afraid to deal

with him. A bi-racial committee was named in this county in March of 1968 by Mayor Joe Savitz. The NAACP president was pointedly omitted. Thereafter, in April 1968, the NAACP was reported in the press as rejecting the group because its members were not representative. Erskine College is located in this county. It is a white school. In May 1968, it announced the receipt of a $10,000 grant from the Gregg Graniteville Foundation. The Graniteville Co. is one of the oldest textile organizations in the South.

A more recent development in Abbeville County is that, in May 1968, the Bloomsburg Mills announced a major expansion which would result in additional 60 or 75 more production personnel and an additional payroll of $325,000 per year. Production was to begin this Fall. This is a Bloomsburg, Pennsylvania plant which manufactures broad synthetic fabrics and now has 250 employees. The other late development is that the Abbeville Manufacturing Co, which makes blouses and dresses and has about 200 employees was partially unionized by the Ladies Garment Workers and a large segment of anti-union workers protested.

Our Aide for Abbeville County is Mr. Lucion Waller, 106 Whithall St., Abbeville, S. C. Waller is 26 years old, a high school graduate and an ex-sergeant. He has worked for the Greenwood Packing Co. (Greenwood County is next door to Abbeville County), Hale Manufacturing Co. in Abbeville and is now employed by the Monsanto Co. in Greenwood, S. C. His first civil rights involvement was in the creation of the NAACP in Dec. 1967. Shortly thereafter, we took him aboard in TEAM, largely on the recommendation of the NAACP president. (The NAACP man wanted to be our Aide and recommended Waller as a second choice.) Largely because Waller is a youngster and is quite inexperienced in the whole world of community organization and civil rights work and strategy and in addition because Abbeville is a tough county, I would assess him as having potential but needs to be worked with closely - - more

closely than I was able to do in the short time we had him aboard. Waller estimates that he has gotten 30 to 40 people hired in the County out of about 80 that he has referr HG has also gotten some persons promoted and has filed 2 complaints, one of which was in his own behalf, regarding the promotion policies of Monsanto. See TEAM minutes of Aug. 28, 1968. Waller was in an accident and out of action for several weeks. He now advises that he is now back in action.

I think that gaining substantially on jobs will be a long hard pull in Abbeville County. This is tough countyr. Ithink the quickest way to do it is through what Dr. King calls, "creative tension." To date, we have not used that to any great extent in any of our counties but in a county like Abbeville, I believe that is what it takes. This county must have a confrontation, black people must be pulled or forced together and they must start demanding. Abbeville County is one of the poorest counties in the Piedmont area with a median income in 1960 of only $3600. It was the poorest county of black people with the median income for blacks of $1500. An awareness needs to be created on a widespread basis in this county of the needs and the possibilities. The vehicle through which this might be done of course be done with any issue, such as police brutality, public employment housing or anything else. My comments about the toughness of Abbeville County co made about any of our counties. The reason I make them here is that Abbeville is probably the toughest of them all. (This county is so tough that for a while, the black churchmen were afraid to let the NAACP meet in black churches. They shifted after the school officical permitted a regional NAACP meeting in a school.

2. Cherokee County - Beginning in March, we sent plant visit letters to Gaffney Manufacturing Company of Pacolet Industries, Oxford Manufacturing Company of Carolina Apparel, Limestone Manufacturing Company of Lowenstein, Falls Mills of Burlington, Blacksburg Mills of Sub-Tsuzuki Spinning Company, Chemstrand and the Lockhart plant of Pacolet Insustries. In the visits which followed the Limestone Manufacturing Company was clearly the better of the plants visited. It sent 2 persons to our Frogmore conference and has subsequently been hiring Negroes as fast as they could get them). This is an old line textile comapny. This plant manager pretty much runs his plant free from home office control. One of the things we learned is that in Cherokee County, as in most counties, there is a personnel manager's association. In this case, the personnel director of Gaffney Manufacturing Company, a Deering Milliken plant, Mr. Don Cornwell, is the head of the local Personnel Manager's Association. These associations tend to disclaim that they are anything other than lunch-eating groups but our Aide's impressions in several counties are that they in fact control hiring and other personal matters oma county-wide basis. It should also be noted that the State Textile Manufacturing Association also has a personnel section.

Background facts about the county: This County, named for the Indian nation which was subsequently driven out, is largely (about 60%) rural. Its relatively small population (about 35,000) is over 20% black. Over 70% of the manufacturing jobs are provided by the textile industry. In 1966, black people had only about 10% of the textile jobs, and black females had only 5% of the female jobs. By June 1967, the figures were as follows: white males 2,123; white females 1,282; Negro males 394; Negro females 107. The county had a 1960 family median income of $3700 and the black family income was only $1700 per year. A local EOE man, Mr. Lindsey stated that their survey shows over 900 families with 4,000 persons with family

incomes under $3,000. Some 1600 youngsters needed summer jobs. A local Vocational Education School under construction was slated to offer textile training. On schools, there were, in 1967-68,, our information is that there were 6,326 white and 75 black pupils, of whom only 388 were intergrated. At the high school level (grades 9-12), only 54 of 776 black youngsters were in the two white schools and the other 622 were in the black high school -- Granard. No textile training was offered in high schools.

After interviewing a good number of persons in Cherokee County, we selected Mrs. Juanita Harrison, 212 N. Petty Street, Gaffney, South Carolina, as our Aide. Mrs. H rrison is over 50 and has had some college work. She is quite active in church affairs and has worked at a number of jobs, ranging from picking cotton and running a farm to substitute teaching and serving as a librarian. She has operated a service station, engaged in the garment business, physically helped build her house, done farm work, domestic work and so on. She is probably t he most versatile woman I have ever seen. She knows the county like the palm of her hand and she and her husban are well known. She has worked quite diligently and has scrupulously insisted on being paid only for days that she worked. When her h usband was ill, she very frankly said that she would not be able to work with the program for several weeks. After Mrs. Harrison came on board, we sent plant visit letters in May to the Gaffney Manufacturing Co. of Jonathan Logam, the Minette Corp., Hamrick Mills, and Musgrove Mills, Burton Dixie Corp., the Magnolia Finishing plant of Pacolet Industries and the Derry Damask Mills. Mrs. Harrison has now visited all of the plants in her county. She estimates that she has been personally responsible for placement of 50 or 75 jobs and that the existence of TEAM has resulted in substantial improvement which is not determinable. See her report reflected in TEAM's minutes for August 16, 1968.

See also her final report (23).

My review of her weekly reports indicates that Limestone Mfg. Company has been the biggest employer of Negroes and that they have put Negroes in spinning and weaving and a few doffing jobs. These are fairly high paying (to about $2.00) semi-skilled jobs. Other highlights of Mrs. Harrisons reports: Oxford Mfg. Co, (Carolina Apparel has refused to talk to her and has referred her to its conversations with me (actually the company talked with me only in a most surface kind of way and it referred me to its headquarters in Atlanta). A number of employees approached about seeking and accepting promotions have refused to do so, much to our Aide's chagrin. The Pacolet Mills, visited by Mrs. Harrison in May, resulted in the company saying, "send people." There has been good cooperation with the local OEO Referral Service in Gaffney. To some extent their work and TEAM work overlap. Chemstrand picked up in its employment so that when Mrs. Harrison visited in May they were testing 22 persons for employment of whom 6 were black. T This is a company that had told me earlier that it would not hire anyone. According to the companies, Blacksburg Mills and Burton Dixon are respectively at least 50% and 70% black. Another problem in this county is that the way to get a job is to have a relative who is an employee carry you in. It should be noted that the consent order in the Southern Weaving case (Greenville County) outlawed that practice. Carolina Apparel, during the month of May hired a few black people but in at least one case of a girl sent b Mrs. Harrison, she was given the run-around, back and forth to the state employment service office and never did get to file an application. The Blacksburg Mills' visit by Mrs. Harrison confirmed the value of having a relative in the plant and the Musgrove and Hamrick Mills visit confirmed that even when advancement is offered some of the Negroes would not accept it. Attempts to visit the Jonathan Logan plant revealed that Carolina Apparel

Carolina Apparel has bought it. An observation of three production employees punching out showed that all were white and all secretaries observed were w hite. Hystron is hiring but 1 person referred by our Aide and hired quit the job because of the high risk of injury. Mrs. Harrison is convinced that teenagers s imply don't want to work. A visit to the Derry Damask Mills was not productive. In June, Mrs. Harrison reported on a case of possible teacher discrimination to which I responded. A visit to some black workers at Blacksburg Mills indicate that again they don't seek advancement. In one case, a high school gra- d uate who was sweeping and mopping indicated that she was afraid to apply for a higher job because she might lose the job she has. This feeling developed to be fairly widespread. Mrs. Harrison continued to report fear in the black community. Our efforts to develop specific information on Carolina Apparel for a commissioner charge was not very fruitful, probably due to the fear. Again, Mrs. Harrison was unabl to get useful statements from people because of fear. In some cases the black people would not tell who had been hired in their departments. In about mid-June, Mrs. Harrison developed information which could form the basis for complaint against Carolina Apparel but the complainant was unwilling to file it. This company is a good candidate for a commissioner charge. A visit to Cherokee Falls Mills re- sulted in a referral to the company's office in Greensboro. Interviews of employees, show, however, indicate that the work and the workers are segregated by race. Mrs. Harrison's visit to the Minette Corp. in Gaffney reveals that no Negro women work there although the company says that it does not discriminate. How- e ver, subsequent questions put by Mrs. H rrison to the plant manager's assistant indicate that the company was not willing to discuss its racial policies and tended to give excuses in advance, thus giving rise to a suspicion that it is discriminatory. A later visit to the Minette Corp. resulted in an observation that there was not a

Negro to be seen. This is a small company with a sister mill in Shelby, N. C.

In July, Mrs. Harrison's husband was ill so she spent quite some time with some. A visit to Monsanto, (formerly Chemstrand) developed the fact that the company would be starting a training program in September. This plant explained its low Negro Proportion on the grounds that it has a rotating shift and Negroes like to go to church on Sundays.

A revisit to Gaffney Mfg. Company in an effort to get a clerical job resulted in a response that the girl must first take a production job and work up to a clerical job. It also develops that it helps to have a relative here. An August visit to the glove factory and in an application by Mrs. Harrison for a job resulted in her being told that she couldn't have a job because she was too old. (age discrimination in violation of Title VII -- a "test" case) It also developed that there is only 1 black girl there and now another had been hired. A revisit to Minette revealed that 2 black girls had applied but then said that they were in the wrong office according to the manager's assistant, and the manager's assistant tried to hire them to do her personal domestic work.

Overall, I think we have the best Aide in Cherokee County that we could have gotten. Again, a problem has been that I have been unable to give Mrs. Harrison the kind of close attention that she needed in the early days. I think that she has excellent potential and that it is merely a matter of her developing some of the special technical aspects of the textile industry and of civil rights and community organization strategies. For example, she has not used the complaint device as effective as she might have, she has not developed facts sufficient to make out a prima facia kind of complaint in a number of cases where that appeared to be reasonably possible. She has not used the commissioner charge route where a complainant was unwilling to sign a complaint. But Mrs. Harrison is a worker, she is diligent, she believes in TEAM

and as I said she has a potential which I hate to see lost without development - - , the kind of develop, ent you get from relatively close guidance initially and developing some experience in the whole world of civil rights and community organization.

The plants themselves in Cherokee County vary. In general, they probably need a confrontation although at a lower level of pressure than what's necessary in, say, Abbeville County. One or two commissioner charges against a company such as Carolina Apparel would probably spur them all. Even Limestone, one of the better ones, probably could stand some shaking up just to let them know we mean business.

As far as I'm aware, EEOC has not been back to Cherokee County since their original T/A visit last year. Indeed, I'm not aware of any revisits made by OTA although I understand from them that they have made a few. Such revisits as they have made were probably few and sparse, made in counties other than our nine, or made before we had Aides, or made without sufficient community contacts or several of these.

3. Anderson County - This County was created in the 1800's and named for the Revolutionary General Robert Anderson. It was settled by Dutch Irish who came down from Virginia and Pennsylvania. It was once the leading textile county and it is still known in some circles as the fiberglass center of the world. Its population of about 100,000 ranks #5 in the State. It is approximately 90% white and 55% urban. In term of textiles, it is one of the "Big Three" along with Greenville and Spartanburg. Textiles account for 75% of the 18,000 manufacturing jobs in Anderson County. The breakdown in non-salaried adult employees in the textiles industry of June 1967 is as follows: white males 7528, white females 4251, Negro males 1,062;

Negro females 236. The police force is all-white. The schools in the 5 districts in this county are substantially segregated. The 1967-68 figures show that there were only 51 black children desegregated out of 700 in District 1 (Williamston-Piedmont). In District 2 (Belton-Honea Path) with over 900 black children only 68 were intergrated. In District 4 (Pendleton) (we do not have District 3 total figures) there were 28 desegregated out of 700. In District 5 (the city of Anderson) there were 258 desegregated out of 2800. At the high school levels (grades 9-12) District 1 had 2 white and 1 black school and only 27 blacks out of 200 were desegregated. In District 2 with one black and onw white high school only 37 of around 160 were desegregated. In District 3 (Ira - Starr) at the high s chool level there were 5 black children at the 1 white school and the other 150 were in the black high school. In District 4 with the 2 white and 1 black school there were 2 blacks in Pendleton High School and none in Townsville High School. The other 176 black high schoolers were in the Riverside High School at Pendleton. In District 5, the city of Anderson, there are 2 white and 1 black High School. Meduffie the VE High School with textile training, had 6 blacks and 414 whites. Hanna, the other white school, had 28 blacks and 1,300 whites. Westside, the black school, had 661 black children. Tri-County TEC, in Pendleton had only 48 blacks and 510 whites. Substantial funds are going to Meduffie, the Vocational Training High School. The Appalachian Regional Fund, in March of 1968, granted $275,000, to be matched by $125,000 from the Vocational Act Funds and $100,000 from District 5 funds for a total of $500,000. The newspaper clipping indicated that at that time there were 423 day students and 220 students in Adult evening classes.

A check of the want ads in Anderson indicates that no textile company advertises for workers. In February 1967, we wrote a plant visit letter to Riegel textile Co. (La France Industries) Westpoint Mfg. Company (The Equinox Mill and the Wellington plant) Lowenstein and T

plant) Lowenstein, and Dow Badische. La France Industries refused to talk to us because we had talked to company headquarters. Both of the Westpoint Mfg. p lants refused to talk with us, "because we comply with the law." We did talk with the Lowenstein and Dow Badische Companies. A copy of the Lowenstein in- t erview notes are attached (23). Briefly stated, it shows a company which I would size up as fair. It also shows that there are good possibilities there, though follow through is necessary. It is an old line textile company. Because we have had so much conflict with Dow Badische I am attaching a series of documents with respect to that company. I first interviewed this company in March 1968 (24). It opened up in early 1968 and in March announced additional extension. In May there was additional publicity concerning its growth but again no details. However, its president, Jerry T. Faubion, particularly thanked Tri-County TEC for providing pre-employment training (25). In the meantime, this company's plant manager unlike most plants visited, came to our orientation session for the Aides. However, he was not very helpful on the civil rights issue although he was helpful in understanding a man-made fibers company. We pushed affirmative action (26). In August we filed a complaint concerning Mrs. Ruth S. Witcher of Anderson against the Dow Badische Company through a number of Federal agencies (270. She was the subject of a non-employment conspiracy as a result of filing her complaint and in addition, Our Aide has been subjected to extreme pressure. We applied for welfare assistance for Mrs Witcher obtained a family aid grant from the American Friend Service Committee and generally, did what we could, including paying her rent for 5 weeks. A few days ago, Dow Badische was visited by an Atomic Energy Commission representative and Mrs. Witcher was tested for the secretarial job for which she had applied. We do not know the results yet. The welfare department has investigated and is still investigating her for ADC.

Meanwhile, Pat has had two business competitors set up for him in his neighborhood and has been visited by the state tax officials who reviewed his last year tax information and now propose to audit his tax reports for the 5 previous years. It looks like the pressure is on for our Aide in Anderson County. I think we have to do something, if only to demonstrate that "look out for our own!" (A number of other materials in connection with the Dow Badische complaint are attached as items 27.) Other information in our files concerning Anderson is referred to briefly. Abney Mills, with about 6 plants in the county, published an employee newspaper with all white pictures. EEOC (Susie Foshee and others) visited Starr Mills and Iva Mfg. Company's in April and we have seen some results, discussed later. The Cushman Mill of Deering Milliken in Williamston was visited by DOD (Charles Smith) in April. Smith described it as probably the best of the Deering Milliken plants, at least in terms of moving blacks up. The Bigelow Sanford plant had increased its employees substantially since 1965 and has substantially increased its Negro proportion to about 25%. In July 1968 newspaper reports quoted R. E. Hughes, Chairman of the S. C. Appalachian Advisory Commission as saying that South Carolina's 6 Applachian counties (Greenville, Spartanburg, Anderson, Oconee, Pickens and Cherokee) have benefitted by over $41,000 and that education had top priority for 1968. For the next fiscal year, he announced that they would go into jobs and job training as a high priority. A New corporation, Piedmont Weavers, Inc. replaced the Anderson Weaving Company in May of 1968. However, the news clippings did not say anything about jobs. Starr Mills and Liberty Mills were advertising for people in May of 1968. Those are government contractors. The same is true of Owens Corning Fiberglass Company. Clark Schwebel, with 650 employees got a new manager in December 1967. This company weaves and finishes fiberglass frabics. B. F. Goodrich announced a new plant for Honea Path in May o

rich announced a new plant for Honea Path in May of 1968 to begin operation early in 1969. A new Human Relations Council was organized in May of 1968 and I attended its first chapter meeting. I made brief remarks and noted the substance of the discussion. Also in May, there were publicized reports that Piedmont Weavers had a government contract for polypropylene sand bags beginning in July 1968. Owens Corning and Jackson Milk, both with government contracts were advertising for employees in May. In addition, we wrote plant visit letters in May to all Pacolet Industries plants, including 2 in Anderson County, for follow up visits by Aides. In April 1968, after interviewing a number of likely prospects in Anderson County, we selected as our Aide for the County Mr. William Patrick Flack. Flack is 40 years old over 6 feet tall and weighs about 220. He resides at131l Stevens Street (Box 247-A, Route 8) Anderson, South Carolina, phone CA 4-1247. He has had some college did some P. E. work and played football. His experience included physical education Director in Phila., sales representative for Atlantic Brewing Company, in Charlotte for the Southern States, disc jockey for WENS radio station, sales representative for National Brewing Company of Baltimore for the Southern States, strapper for Kent Steel of South Carolina. Ar present Pat is owner and operator of a soda and beer shop at the corner of Lee and Stephens Street and is president of the Northside Club, an organization of black people, on the northern side of Anderson which is involved in a number of civil rights activities including general community development. He is coming to believe the black power boy boys may have something. He is quite aggressive and active in community affairs. He works closely with Bill Lowdens formerly Assistant Director of the CAP agency and not Director. He has worked closely with other organizations such as the NAACP but has become disillusioned with that group. Since he has been vigorlusly pursuing the Dow Badische Company, he is feeling, pressure and is getting

a little weak in the knees and we must do something. He is even feeling the pressure from his own wife. Flack obtained a copy of the local program application for a training program similar to one in Laurens County (MIND) I am unaware of the results. It should be noted that this is one of the items that we impressed on our Aides at Frogmore and we gave them some literature concerning it. It looks pretty good.

Other highlights or files concerning that county are that after the workshop, Mr. Robert L. Granger, Director of Piedmont TEC who appeared at the workshop wrote a nice letter of introduction for Pat to Mr. William T. Yarborough, head of Tri-County TEC, and sent us a copy. As soon as Flack set up shop, the Mayor issued a proclamation concerning the necessity to obtain more than a thousand jobs for youngsters during the summer and proclaiming June as Youth Opportunity Month. And the State Employment Service asked a number of companies to make a job for youngsters during the summer. Pat reports that SES acknowledges that that was unsuccessful. Most of the companies didn't even respond and those that did, did not produce the kind of jobs the youngsters needed. As early as November 1967, Flack had complained to the Regional Office of HEW concerning the local welfare department. He alleged discriminatory treatment and unfair employment practices. Recently, after we raised the Dow Badische issue, the welfare department. did take on 2 black field workers referred by Pat at D. P. W.'s request, one of whom appears to be extremely over qualified, and our information is that they were required to appear before the board, unlike the white applicants. The secretarial staff is, of course, still all white. It does appear that there may be one black in the food stamp program when it gets rolling. The welfare department has not hired Mrs. Witcher referred to above even though she seems to be clearly qualified. During Flack's first week of work with us, he talked with the State Employment Service which seemed interested, the Mayor and in-coming Mayor who both seemed interested

and the OEO office, to inform them of TEAM, enlist their help and to learn what he could learn from them. He, also did some work in the public library to learn what he could and had a 2nd meeting with public officials , the Employment Services officer, representatives of Tri-County TEC, Vocational Rehabilitation, Adult Education and the principal of Mcduffie (white) High School. Tri-County TEC (Bill Yarborough) seemed uncooperative and suggested that Flack set up a meeting for management of all industries in the county. It appears that Yarborough does not want to move unless major industries in the county want to move. The other representatives promised cooperation. They wanted to work out a training program between McDuffie High, Adult Education and Vocational Rehabilitation concerning on textiles and using the facilities at McDuffie. A meeting was set up by Flack with the Negro community and he invited a large group of organizations. Starr Mills asked him to find them 2 workers and he established a network to the names of people wanting jobs. He called on Dow Badische and was received cordially but with distance. He talked with the EEOC - T/A representative that was checking on Dow and was encouraged to send people to Dow. Starr Mills appeared to be trying to cooperate with TEAM and EEOC. EEOC asked his help because they were not able to get through to the people. Indeed, most Negroes are afraid to talk with a Federal man. The superintendent of District 5 announced that a summer vocational education training session would be initiated at McDuffie High. Also during the m onth of April, Flack collected about 25 persons names who were looking for jobs Early in May Flack complained to OEO in Washington concerning the local OEO. Pat's complaint to OEO protested control by the white power structure and the Greene Amendment, and protested what appeared to be the death of the CAP. It complained that white CAP members were taking steps to remove the black CAP members and discrimination in staffing and services.

At the late April meeting he called of Negroes in the county, he informed them of TEAM, gave our some printed job-seeking instructions, had exercises in completing job application forms and accumulated some names of job applicants. He contacted the county's high school counselors and concluded that they would continue steering the best youngsters toward white collar work such as teaching. He visited the welfare Director to explain about TEAM and to get names of unemployed persons. He attended the first meeting of the Human Relations Council where he and I made brief remarks (28). He got two persons hired at Starr Mills and learned that the textile executives met and discussed TEAM the morning after the HRC meeting. He reported that Dow-Badische was trying to get more black employees following EEOC's T/A visit but it would not use the local SES office or TEAM and was using newspaper ads and referrals by its own employees. It was also recalling black women who had applied earlier and been ignored. He also gave to the Director of Adult Education for use in training, a copy of our SRC-developed test booklet for reproduction and distribution to enrollers. During May I sent out plant visit letters to the 5 Abney Mills plants in Anderson and to the J. P. Stevens plant for follow up by Pat. OFCC sent him a requested list of Federal Contractors in the county (and I ordered them for all of our counties but they were not sent). Pat requested of the SES that TEAM be made a member of CAMPS (Cooperative Area Manpower Planning System) a Manpower program. (They subsequently responded to the effect that its for Governmental Agencies only.) He spoke to the Clemson HRC, pinch hitting for me. I had to cancel because the Poor People's march was coming through Greenville, and reported that the Anderson Chamber of Commerce was discouraging new industries because the county was too closely approaching full employment; that D/Jus visited Dow but did not discuss the results with him, that Dow refused to hire a high scoring black lady referred ostensibly because of her

respiratory illness and that there was discrimination at Dow in hiring after training, in training in hiring maintenence men in pay. He reported that Owens-Corning is discriminatory, raised production when blacks came in and, because of poor working conditions, has a high turnover rate. He received a complaint against them. He became involved in the school desegregation issue and was attacked by blacks for "wanting to close our school," met with the draft board and protested their racial drafting practices (60% he estimated black draftees) and asked the Governor to appoint him to fill an existing vacancy on the board (as far as I'm aware, Robert never answered that one--this was during the "Orangeburg Massacre" and its aftermath). He developed good rapport with HRC's employment chairman, Father Butler, who had been quite helpful in providing information normally available to whites only; found it difficult to get blacks to accept work at Owens-Corning which had openings, tried unsuccessfully to talk with J. P. Stevens; learned that DPW was going in to the food stamp program and found them 2 black staff persons (2 firsts in the county's history); And developed an inside contact and information on Dow. The proposed complainant against Dow Badische declined to file it (suspected pay differntials by race). Flac called on Roy Coffee of the Wamsutta Mills (Lowenstein) and Coffee was surprised that Father Butler was working with TEAM. Flack wrote HEW in Atlanta and asked for complete school desegregation in District 5. He tried to get a complainant against Fiberglass but was not successful. He filed a complaint against SES. A major problem identified is that there is some difficulty in getting black people upgraded. Lower level jobs are available in this county but blacks don't want them, they don't pay much and the work is difficult. Production is raised as blacks replace whites. Flack was becoming disillusioned because he did not believe TEAM was big enough or tough enough. "I can't fight a bear with a toothpick." I responded that TEAM depends largely on our resourcefulness - -

each in his own way. We subsequently obtained a copy of the Anderson-Oconee Cooperative Manpower plan for fiscal year 1968 dated May 27, 1968, local CAMPS. The participating agencies are: The Anderson County Council for Economic Progress (CAP), The Department for Adult Education for the public school system, The Department of Public Welfare, The Oakway STEP Training Center, the Oconee-Pickens Neighborhood Youth Corps, The South Carolina Employment Security Commission (SES), Tri-County TEC and the Vocational Rehabilitation Department. It defined the area covered as the areas covered by the participating agencies. They varied from one county for the Dept. of Public Welfare to a five-county area (Anderson, Oconee, Pickens, Abbeville and Greenwood Counties) for the MDTA STEP program. It gives some statistical information on Anderson and Oconee Counties and describes the work of each of the participating agencies. It contains no budget statement. In summary, this document appeared to be a hodgepodge of programs and to indicate that each of these agencies would continue to do what they had been doing before and would talk to each other about it. Subsequently we obtained a more recent and fuller document.

In June Pat visited the J. P. Stevens plant and was given a plant tour and treated cordially. They have moved from 5% to 10% Negro work force, they have their own training system and they are ready to hire Negro females. This plant, the Appleton plant, seems to be the best in Anderson County and the best among the Stevens lot. It, at least, seems to be trying. Pat referred 5 Negro women to them and the company indicated that it would take more. His problem was one of finding qualified applicants for available jobs. He worked through the Human Relations Council where he is a member of the Employment committee. He became convinced that a problem was training and upgrading. He got cold treatment after he began submitting checks to his bank from the NAACP Legal Defense Fund. He and the HRC referred 4 people to Lowenstein. He again complained to HEW

about McDuffie Technical High School. He requested some assistance from the EEOC and OFCC to begin letting the people know that the Government stands behind TEAM and the Equal opportunity effort in textiles. EEOC had done this before but OFCC declined to do so. The death of Senator Kennedy was felt in this county by Negroes becoming more afraid. Flack referred 5 or 10 young men hired by Wamsutta and the word about TEAM, including its willingness to file complaints, continued to get around in the black and white communities. J. P. Stevens plant hired 4 black women who had applied previously and had been ignored and agreed to let them do their training during the vacation period for the 4th of July while the plant was normally closed. Clark-Schwebel Fiberglass Co. tried to pull a "snow job" by offering a foreman's job to a black man and he refused it. The J. P. Stevens man, Mr. N. Brown Glenn joined the HRC. We sent Flack a requested copy of the S. C. Industrial Directory. Flack's June 21 letter to HEW's regional office complained that the district was continuing to use Freedom of Choice despite the May 27 decision of the Supreme Court, that dual bsuing should be eliminminated, that discriminatory hiring should be eliminated including hiring in the central office and that the McDuffie High School should be required to admit more black people particularly in view of its training in textiles and other vocational training.

During this period I provided encouragement and technical assistance (29) (30) (31).

In July Pat learned of 26 scholarships at Tri-County TEC. He was successful in referring 6 people to that. He received a call from the SES office asking assistance in locating recruits for a course in cashiering and stockroom education. He referred 4 and sought others. He received from the interagency board of the U. S. Civil Service Examiners for the State, a copy of an announcement for a clerical and technical aide, GS-1 at $74.80 per week. He referred

3 people and sought others. He reported that the NAACP was taking a go slow attitude largely becauseits president, Rev. Rich, has gotten his hands tied financially. Rich sought some assistance from the city in building low income housing project for his church and he wants the land annexed to the city. The people are looking to TEAM for leadership and direction and they are not choosy whether it is in textiles jobs or in jobs generally or housing or health or training or legal aid or whatever. Pat believes that a full time person is needed in Anderson Co County and he expressed willingness to be that person. He sought (and later obtained) $1000 for a voter education project. (Recent information is that the local Negro leadership turned it down because Flack had gotten it. They are afraid of Flack and $1000 is not enough to get them over their fear). He expressed the view that some kind of protest was necessary but he was not sure of support for legal services, bail moneyp etc. He wanted money to run Ads, make pamphlets, provide advice and welfare, food stamps and so on and he pointed out that in his view part-time work by him simply was not enough. A copy of that report is attached (32). Dr. Benjamin Glover, a Negro on the staff of S. C. TEC was in the county to visit Tri-County TEC. He did not follow through on an appointment to see Flack. Owens-Corning Fiberglass hired a black man under pressure from TEAM, it appears that he is the son of an oltimer with the company and is serving as their token Negro. Another black person referred for personnel work was told that there were no openings until school opens and that in the meanwhile he should work in the shop. He refused this offer because you don't get out of the shop into a personnel office. Pat referred o black person to the American Finance Co. which had called me earlier about taking on a management trainee in its Greenville and Anderson offices. Pat visited Belton Blanket, a Government contractor and pressed for some up-

grading. The plant called a few days later to say that it had upgraded 1 black manto a foreman. This is a breakthrough. The Welfare Dept. asked Flack to send someone for their food stamp program and a caseworker. They hired 1 black lady and talked to two black girls about taking the merit examination. Winn Dixie, a supermarket chain store hired a black cashier. Dow Badische made an effort in the right direction by hiring a black chemist. However they will not knowingly cooperate with TEAMby hiring TEAM referees. They seemto think that TEAM called in EEOC for the technical assistance visit. The contractor to build the postoffice was interviewed and asked TEAM to send him men as soon as the roof is on. A black woman was referred to Belton Blanket. In August Tri-County TEC finally (under Government pressure pursuant to Pat's complaints)softened up. The had 1 black teacher who taught brick masonry and planned to hire a black counselor as well as someone in the registrar's office. Dr. Glover was in the county generally talking with people. (Pat Flack is convinced, as I am, confidentially, that Dr. Glover is bad news. I had reached that conclusion sometime ago but Pat reached it independently.) Pat talked with the principal and the Assistant principal at the black high school (Westside). They appear to be slowly"getting religion." Rev. J. C. Williams, with whom Pat had an extended conversation is president of the HRC and generally a big man around town. Williams' teachers in Westside High School and Pat thinks that he is a loser. I am inclined to agree. Pat visited the True Temper Corp., a fishing equipment company, accompanied by J. C. Williams and Father Butler. Discriminationseems to be rampant here and the company can only give excuses. Pat promised him a complaint if he did not shape up. Apparently it is a Government contractor. Later it developed that Williams' wife is the"show Negro forthis Co.

Flack sent to allplants in the county a news clipping of an article by a syndicated newspaper reporter, Sylvia Porter, entitled, Civil Rights. It set forth in rather hard and blunt language what is expected and required of companies regarding equal employment opportunities. Tri-County TEC declined to hire a secretarial applicant which we had referred to them. Their letter to her stated that the job she had applied for had just been filled and that they would keep her application on file. Their secretarial staff remains all white. Rev. J. C. Williams is nor trying to get on at TEC. His wife has already been hired at True Temper Corp. which is outrageously discriminatory. It looks like he and Mrs. Williams will be worse losers. The J. P. Stevens Co. called and wanted more men to go into training. No blacks were found who wanted to work with J. P. Stevens, so another company was rated and 2 persons were found. Two other possibilities were found from the Coca-Cola plant. Charles Smith of DOD was in town on Tuesday, Aug. 20 to investigate the Ruth Witcher complaint against Dow Badische. He was to see the manager Wednesday and he seemed to be in a hurry to get away. Pat was concerned that he did not let it be known publicly that he was here from a complaint from TEAM and perhaps even take Pat with him on the plant visit to let it be known among the industry people that TEAM has "clout." Meanwhile the industry people met at the Chamber of Commerce with a group of blacks other than TEAM and other than OEO workers (Bill Lowden has tainted OEO). Pat is convinced that Smith did a bad job in the area either because he did not care or is incompetent or was given a snow job which he bought or has simply sold out. The Chamber called Pat in for interrogation about the clipping he had mailed to the industry people and he was interrogated generally and he is now feeling economic pressure. A copy of that report is attached as part of item 27. A visit to Townsend Mills

In Anderson showed dual water fountains, restrooms, absence of black women and black men employed in only 1 department, dyeing, under a blackforeman who is a 1936 Uncle Tom. Everyone was afraid to file a complaint. A complaint was made to Atlanta on the Welfare Dept. An oral protest was made to the city concerning the dual recreation programs. Pat also went to the Singer plant in Aiken, S. C. with Al Motley of the AFL-CIO to open the door there for him with black people. The plant had 35 black all in service jobs. It is so tough that even the Federal people can't get in it. They have a Federal contract. This is KKK country. Flack also learned late in August that the reason that the reason Mrs. Witcher couldn't get a job was because the world was out on her because she had complained against Dow Badische.

A copy of Pat Flack's cumulative report is attached (23). See also the minutes of TEAM's board meeting for August 16, 1968.

I think we have an excellent person in Patrick Flack for our Anderson County Aide. He is now under tremendous pressure because of his activities with TEAM. He is becoming an untouchable in the black community particularly with the established leaders. The white power structure is beginning to gang up on him. While we do not expect any house bombings or any thing of that sort, he has had a business competitor open up next door to him a few weeks ago after the Dow Badische complaint was filed. Subsequently, another one has opened down the street. His creditors are tightening up. One wants to be paid by the week rather than by the month. Another wants cash on delivery. He has been visited by a State tax man and his records for last year have been reviewed. More recently, he has been visited by 2 State tax men and they have asked to see his records for the past 5 years. Short time loans are getting hard to comeby. I record that Counsel be retained for him at an early date. In addition, I recommend that serious consideration be given to funding Pat on a full time basis to serve as a gadfly for

for Anderson County. I think he should be funded at a salary at a salary in the neighborhood of $10,000 or high enough so that his wife would not have to teach school in order for him to keep grits on the table. While his work might be geared toward textile jobs, it should in no wise be limited to that. The need and the problems are too great and he has to be responsive to the people's felt needs. With regard to the industry, I think that at this point it is important that we win the case of Dow Badische and that an example be made of them. These boys play rough. If I were forced to make a judgement as to the one county where TEAM should not now pull out, I would say Anderson County. Of course I would hate to be forced to make that judgement.

4. Greenville County - Whites moved in on the Cherokee Indians in the late 1700's, Isaac Green put a mill on the Reedy River and a town called Greenville, which now bills itself as "the textile center of th world," grew up around him. Because of diversification, old line textile mills no longer account for the majority of the manufacturing jobs here, although textiles, at 49% is still the biggest single employer. If the man-made fibers (often classified as chemical companies), the "cut and sew" industry, the textile machinery industry and others are added, the impact of textiles, become major and the diversification shows less diversity. Put differently, Greenville is an oversized "company town." The county is urban (65%), white (82%), populous (#2 in the State), relatively sophisticated (Furman University is here), and relatively wealthy. It's overall 1960 median family income of $4800 ($2400 for black families) put the county and its blacks at the top of the Piedmont heap. (See generally, the Hard Facts book referred to earlier). The schools are substantially segregated (34). They are under court order and are now in litigation. The board and all top administrative

personnel are white. Staff assignments are mainly made by race. The local crisis when I came to town in mid-September was that the Negro High School had just (been?) burned down. (I took the 5th). The natives were restless. The power structure liked the idea of continued segregation (we've got to protect the white schools' accreditation") and the blacks (were?) divided. The power structure won (35).

Greenville County was one of the counties visited by OTA before I came on the scene. They (Cramer) advised that the "good guys" were Brookline Fabrics (promised to hire at least 30 Negroes in next 100), Franklin Process (wrote "good guy" letters to local Negro leaders, Westboro Weaving (same), Southern Worsted (same). They also provided information on others. I interviewed local leaders (SCLC, NAACP, HRC, newspapermen, OEO persons, ABC, etc.) and developed further insight. The local man mentioned by all Negro employment, J. Edgar Smith, head of the Phyllis Wheatley Center, died in November before I met him. (I took the 5th.) The death of this man was questionable, the local police say suicide. Many think homicide. A review of the newspapers wanted columns showed many textiles jobs but the desk jobs always required experienced people. In November we also began advertising for a secretary and interviewing applicants. The Youth Opportunity Center stated that it needed 1000 jobs for young people, including 650 high school dropouts. Edgar Smith wrote a letter to the editor calling for rebuilding Sterling High School and, in effect, continued segregation. The Human Relations Council's president responded. I took no position. The County Commissioners approved $6.6 million bond issue for the Phillips Fiber Corp. Research Center and $590,000 to be issued for the Oxford Shirt Co. distribution center. The bonds would be issued by the county; the industry would lease the buildings with the revenues being applied to retirement to these relatively low yield bonds. Other funds to finance these industries, even if segregated, is common

in this State, although the Treasury Dept. [illegible]

Apparently, it finally backed down. The director of the American Apparel Manufacturing Ass'n., a Gene Stone, president of Stone Mfg. Co. of Greenville, predicted increased automation for the apparel industry, working on 3 shifts by shifting machines and called for import controls and progress in automation. Meanwhile the textile industry sent its top image makers to testify before the Tariff Commission (ITAC) on the tariff they included Governor McNair speaking for the Governors of the Southern textile states, former Army Secretary Robert Stevens, head of J. P. Stevens Co., Sen. Strom Thurmond, the president of the Institute of Textile Technology, president of the American Yarn Spinners Ass'n. the executive-vice president of the American Textile Manufacturers Institute, the board chairman of the National Ass'n of Manufacturers and so on. Dow Badische announced the opening of a sales center and other offices here in Greenville and the Internal Revenue Service approved the S. C. Revenue Bonds Act.

In December, the University of S. C. along with the National Engineering Aptitude Search (NES and the Junior Engineering Technical Society(JTS) announced on the deadlinedate that an engineering aptitude test would be given in 12 areas of the State. In the Piedmont area, all schools which were selected were white. A motion was filed to rebuild Sterling High School, thereafter the case was dropped. After 700 youngsters petitioned the board to rebuild the school. The upshot of the Sterling situation was that the board amde available a formerly white junior high school which had been condemned, renovated it and put the Sterling youngsters in itfor the school year 1968-69, after having them on double shift at Beck for the school year 1967-68. An international southern textile exposition for October 1968 was announced and the Chamber of Commerce released

and in general. left the impression that the racial issue just didn't exist as a major matter here. I came away ill.)

I wrote a letter to the d editor concerning housing (36). It was not published but it was obviously circulated and considered. Subsequently the city hired a black housing counselor and a black girl who had previously registered with TEAM, applied for the certified workable program, put a Negro on the housing board, and taken other steps.

During the month, Textile World wrote a feature story around Greenville (and 3 other cities), Furman asked us to refer secretarial applicatns and I engaged in a dialogue with Greenville TEC and others concerning recruitment of Textile Chemistry students (37).

I became involved in the Poor People's March on Washington, the Southern leg of which came through Greenville (38), and referred a number of youngsters to TEC's textile training. TEC had by now run referance checks on black persons I referred for staff work, especially recruiting, contacted black doctors I referred about joining its advisory committee on health occupations and indicated that it would probably appoint one to its board of trustees. I understand that it has hired a black teacher full time (formerly he was part-time) and added another. It also ran the textile chemistry recruitment program again for black youngsters.

Greenville County

Late in May, Mrs. Harnitha C. Smith declared her candidacy for one of 3 o penings on the Greenville County School Board for election on June 11, 1968. I assisted in the campaign. (to a limited extent, our Greenville and Spartanburg County Aides also assisted--as poll watchers or in making contact for help). She polled 855 of some 3900 votes (about 25%). Thereafter, I assisted in the preparation and presentation of a protest before the local Board of Canvessers and a new election was ordered for July 30. (an alternative she requested). Appeal

rights were necessarily foregone and in the second election she polled 436 to 1168 or over 27%, not counting 24 challenged ballots which were probably for Mrs. Smith we are now exploring the possibilities for further action.

In assisting in preparing Mrs. Smith's Campaign, I obtained from the local Chamber of Commerce an analysis it had done on the general quality of education at the high school level based on 1966-67 data and, using the raw data, reanalized it from the basis of race. It shows that of 110 courses offered, 45, including textile training, were offered at white schools only and that white schools, but no black schools, had classes of less than 5 pupils. In languages, for example, white schools had Latin, Spanish and French but the blacks got french only -- and advanced French was omitted. In acience, white, but not black, schools got advances courses. The same was true in Mathematics (a sine qua non for the higher levels of textile training and jobs, according to Clemson's Dean of Textiles and Industrial Science). The black schools were more likely to have courses in Agriculture (including advanced agriculture), Home Economics and Cosmetology while the white schools were more likely to have courses in drama, orchestra, and other fine arts. Comparable data for 1967-68 which I obtained reveals no greatly significant changes. More recent data in unavailable from the school administration a t present. However, Newspaper reports of the Board's answers to interrofations indicate that under present plans some 85% of the black children will continue to be segregated for 1968-69.

I served as a speaker and panelist at a local AKA Career Night for Negro high school youngsters, together with the Negro in the local state Employment Service (Mr. Edward Kerns) a representative of the Greenville Education Committee (Mrs. Harnitha Smith, Executive Secretary) and a representative of Greenville TEC (The Public Relations Manager). I discussed TEAM's activities and concerns in

including concerns about TEC as indicated above.

I lectured one morning to Negro high school youngsters enrolled in a tutorial and enrichment school sponsored by the Greenville Education Committee at a local white church.

I served as principal speaker at a Mass Meeting sponsored by the County Voter Education Project. I was invited to serve on the local Chamber of Commerce's bi-racial committee and to co-chair the employment committee. I referred the invitation to our Greenville County Aide, with copy of to the Chamber, and suggested strengthening amendments to, and signed, a statement of preconditions by local black invitees. The Chamber published a statement that I had accepted, attempted to persuade me to serve and declined to ask Mr. Ford to serve. I wrote the editor again (he again circulated it privately, I suspect, but didn'td publish it) and the Chamber's next news release omitted my name. The reactivation of this committee, however, ineffective is probably one of the inestimable effects of TEAM's presence. It follows the previous pattern (both here and in Spartanburg) of prominent Chamber Announcements of job projects when TEAM appears on the scene. To date the committee has set "top priority" on jobs and recreation and has caused fire hydrant sprinklers to be turned on children in black neighborhoods. Meanwhile, the city swimmingg pool has been used first for seals and now for a flower garden. /During the period, TEAM's Aide, his chariman and I met with a young man and other interested in starting a local chapter of the Black Awareness Coordinating Committee. We provided a initial meeting place, attended other meetings and provided advice and ts technical assistance. At TEAM's suggestion BACC launched a job project as its first Some 15 or 20 possible targets were discussed including textiles, and they settled on the Youth Opportunity Center (YOC). After deminstration hints, YOC hired a Negro youngster and we were visited by the Negro professionals (2) from the local and

and state offices. Thereafter we were visited by the two black investigators from Manpower office of the Labor Department. Mr Ford has subsequently made several referrald to YOC, conferred several times with the Negro SES and YOC representatives, and run a racial test on SES which was not conclusive. At YOC's request, I served as a speaker (along with a Chamber of Commerce representative) at a seminon on jobs held for black youngsters. I "told it like it wuz" and probably won't get invited back.

Three BACC youngsters applied for jobs at the Kash and Karry Grocery chain store pursuant to ads and were told there were no jobs. They immediately announced a selective buging campaign, filed complaints to EEOC and began leafleting the next day (Saturday) with demands sheets to be given cashiers by customers and calling for a demonstration within 3 days. On the day after BACC's visit, Kash and Karry hired two black girls and within the next few days, hired 7 black men. K-Mart (the other big Grocery chain here) is known to have also hired at least one black cashier so as to have two. EEOC has recently investigated Kash and Karry and will probably render a decision within the next year ot two.

During the period, I learned that a New Bank, First Piedmont Bank and Trust, was opening up. It opened all white on June 20 and TEAM sent them several applicants who were not hired ("not qualified", "tbo young," "we don't need anyone," etc. We complained to the Treasury Department. TEAM, BACC, an applicant and other youngsters met with the Bank's President who stated that he would put a Negro in training this fall. The Treasury Department has called me, but, as far as I am aware, has not visited this bank. (The all-white 1st Piedmont is, of course, no whiter and no blacker than the other local banks and Building and Loan companies, one of which is headed by the local Chamber of Commerce President).

Recently, BACC surveyed the local Woolworth Store, BACC and I signed a demand letter, and BACC obtained a picket permit for a few days later.

mand letter, and BACC obtained a picket permit for a few days later. Woolworth s ent in a black consultant, Bob Brown of High Point, North Carolina, who stated that he could make a reccomendation to the National Office. He satisfied BACC and the demonstration was called off. He stated that he would recommend, inter alia, black management trainees in Greenville, transfer of the present manager, a sizeable increase in jobs to blacks in all categories within a short time black manequins and periodic progress report meetings between BACC and management. Brown stated that he is a former N. C. policeman, Federal Treasury Agent in New York, Board member of SCLC and N. C. fund etc. His firm B&C associates public relations and marketing research represents some 15 national companies.

BACC sponsored Georgia representative Julian Bond. I assisted and also spoke at the rally.

A group of youngsters (some breakways from BACC) have organized as the New Breed. We have assisted them along lines similar to our assistance to BACC--advice and technical assistance. They have decided to deal with welfare issues first, and also housing and other issues. They have ordered materials we suggested drafted a project outline and applied for funding (three foundations have expressed interest) and started community work.

Referrals from Office

From time to time, job seekers (and employers) contact me for jobs (or workers) and I generally follow the practice of referring them to our Aide. I did refer about 6 secretarial applicants to Furman University pursuant to a request from Furman's Vice president for Development. One was hired. I made several secretarial referrals to the local office of Textile World pursuant to a request of its Senior Editor w ho stated that his boss in New York had been referred by Dick Lyles to me. I made several referrals to the New and all-white Lst Piedmont Bank; non hired;

complaint filed. At company request, we referred several persons to Nationwide Insurance Company for employment as claims adjusters ($7200 plus car and expense account) and at last report, one had a good chance.

In August, I took 4 youngsters to Clemson for taking the Admittance Test. Their scores ranged from 554 to 915. None agreed to enter Clemson but 3 did go to TEC --one took secretarial training, another in drafting and another in textiles. I assisted in getting them necessary financial assistance.

Aide

Fund

Our Aide for Greenville County is Robert M. Ford, 100 Pine Street, Greenville, South Carolina, phone 232-6672. Ford is a high school drop-out, about age 30 and father of two. I met him in April when he filed a complaint of race discrimination for non-promotion against a tractor company where he was janitro. He sought a "parts man" job during work in which he was experienced. He was also a truck mechanic and also worked at the bus station. He now works for Fouk Furriers in the chemistry department. His cumulative activity report is attached (38).

I think Ford has worked diligently under difficult circumstances. The industry has been uncooperative, so his work has largely involved filing complaints. Most of our complaints came from Greenville, and most were non-textile, largely because of difficulties getting at the facts. Another difficulty Bob has is that I was physically in the county and perhaps tended to over shadow him somewhat. Still another was that he was until recently either working two jobs or working one job with hours that did not permit him to, say, meet with TEC or an industry during business hours or at their convenience, take people to jobs during office officers, andso on. Another difficulty is that of getting the "big shots" in sophisticated Greenville to deal with a grass roots person (e.g., the Chamber declined to ask him to sit on its bi-racial committee per my suggestion. TEC did not contact him to sit on its textile advisoty board, etc.) Still, he worked diligently and his effectiveness

cannot be measured by a mere nose count. I think Ford's case illustrates in microcosm a larger problem built into TEAM's operation. That of matching up the grass roots against a sophisticated power structure -- black and white. Favorable results cannot come quickly. Rather, the chemistry of the two forces must mix. Each must take on a little of the attributes of the other.

The Textile Industry in Greenville is sophisticated andtough. In addition we have hardly scratched the surface in terms of possibilities for this county. The textile-related industries have not really been touched. We haven't gotten all possible mileage out of the new and expanding companies. Whole worlds of goodies remains untouched. Non-textile jobs, public employment, welfare, credit problems, housing, education, political action and all the rest. Yet we have began. We have created an awareness among blacks, to some extent through TEAM's single handed efforts and my own. example and conduct. BACC and New Breed are our off springs. We gave local politics a badly needed shot of blackness in its arm, to mention two. areas However, one slices it, and whether or not TEAM stays in operation, Greenville will not again be the same.

5. Greenwood County

Greenwood County, population as of 1968, 44,346, was formed in 1897 from Abbeville and Edgefield Counties. New industries economy has moved in, but agriculture still is an imprtant part of the economy. The urban population is 49.2%. Negroes account got 30% of the population. The textile industry provides 75% of all manufacturing employment. For fiscal 1967 the racial ~~ink~~ breakdown for non-salaried textile workers was -white males 7,899, white females 3,266, Negro males 1,237 and females (Negro) 331. For the school year 1967-68 only 76 black children were intergrated in the counties 3 predominantly white high schools, including those at Piedmont TEC. TEC seems to have some correlation with the

textile plants in their course training . At the allNegro Brewer High School, I met the Director or Piedmont TEC. Mr. Granger, Director of Piedmont TEC attended our Frogmore meeting.

In early 1968, I wrote 7 companies a plant visit letter: Parke-Davis, Nantex Rivera, Riegel, Abney, Greenwood Mills and Monsmanto. Neither of these companies could be given a good rating. Greenwood Mills in particular (personnel manager) was very hostile.

The Greenwood NAACP chapter became an official body as of March 19, 1968. Greenwood was one of the last two counties in the state to join the NAACP movement. The group selected Dr. J. A. Miller as president

Earlier in January 1968, the Nantex-River Company laid off approximately 250 people many of whom were Negroes. They did not use seniority as a premise for lay-offs. The matter was brought to my attention by Mr. Donald Robinson, a teacher and und ertaker in this city. (see TEAM's staff report on PCJT - Greenwood County 1968.

Our Aides for Greenwood County (the only one of our counties with 2 Aides) are: Rev. M. B. Norman, 216 Tompkins Avenue, Greenwood , S. C. Phone 679-7325. Rev. Norman attended the Frogmore Conference but apparently has not had time nor effort to move TEAM's band wagon. One complaint was received from his county against the lay-off by Nantex-Rivera.

Rev. E. L. Cain, 151 Singleton Avenue, Greenwood, S. C. Phone 223-5730, has not been able to lift TEAM's banner for some reason. He participated in the conference at Frogmore, S. C.

I think our major problem here was that we didn't get the best people as Aides. The Natives need to be aroused but I don't see anyone in Greenwood to do it. Donald Robinson, the teacher - undertaker who called me into the county after

the Nantex-Riviera layoff is a good man but would be spread too thin. Also his economic tie-ins prevent difficulties. The NAACP seems to lack agressiveness. The Civic Improvement Association is middle class oriented and badly needs some charisma. Rev. Norman's son, who led the local protest of the "Orangeburg Massecre" is a student. Rev. Norman, doesn't feel adequate. The local black lawyer is young and naive, works for the CAP, is just beginning and needs extensive "seasoning."

The economic life of the county is largely controlled by Greenwood Mills. It has about 10 plants in the county (4 more in neighboring Laurens county, a more backward area) owns a hospital, has its people spread out over the banks and other important corporations, and so on. And breaking Greenwood Mills is a major undertaking requirement skills and resources and resourcefulness which I don't see here. This county is probably tougher than its neighbor Abbeville, largely because of its higher level of sophistication.

6. Newberry County

This county, founded in the late 1700's is rural, (37% urban) adjoins Greenwood County and is sparsely populated (29,000). It has a relatively high (for the Piedmont) pro portion of blacks (36%) and over (60% of its few (3100) manufacturing jobs are in textile mills. In 1966, Negroes had only 8% of the textile jobs. Curiously the Negro female was comporatively well off with 9% of the 450 textile jobs held by women. It is the poorest county in the Piedmont with a 1960 median income of only $3,341. The blacks got only $1,529. (note that the average textile wage earner made $3,410 in 1960 and Newberry was below that.). There are only three large textile ehmployers in the County: the Kendall Company with 1000 employees, J. P. Stevens with 750, and Newberry Mills which recruits in the Pee Dee) with 500. Schools are substantially segregated.(over 90%). At the high school level, there

were 72 blacks integrated last year out of over 700. No high school provided textile training.

Our plant visit letter to House 'N Home (Division of John Wolf Textiles, Inc.) in whitmire, South Carolina, resulted in a referral to the parent company, Cone Mills in Greensboro. (House 'N Home is known to regularly lose employees to Union County.).

I selected as our Aide Mrs. Gloria Scott, a math and physics teacher at the Negro high school, Gallman. She had attended the PCJT, is bright and sounded aggressive and knowledgeable. Her original home is Charleston. She submitted reports for two weeks. She organized an employment group and they held one subsequent meeting. I am unaware that she followed up on the 8 plant visit letters I wrote for her to make plant visits.

? Why — what happen

Newberry County was a bust.

7. Pickens County

This county, formed in the late 1800's was named for revolutionary General Andrew Pickens and settled by the English, Scotch-Irish, French and Germans. It is mountainous, rural (24% urban), has a medium sized population (46,000) and about 80% of the Negro pupils are segregated (mainly elementary). Is essentially (90%0 white. Textiles account for 45% of its 10,000 manufacturing jobs and, in 1966, Negroes with 10% of the population, had 6% of the jobs--a comparatively high ratio. The Negro female, however, had only 2% of the female textile jobs. These proportions were about the same in 1967:

White males:	2853	Negro Males:	343
White females:	1897	Negro females:	74

The big Companies here are Alice Mfg, Dan River, Mayfair, Mohosco and Cannon.

Duke Power is building a nuclear power plant in the area as part of a $700 million nuclear power generating facility; the NLRB has found unfair labor practices by Saco

Lowell (Textile Machinery) in connection with a UAW organizing drive at its Easley plant; and a consent order for discrimination has been entered against Southern Weaving and its Easley subsidiary, Hudson Narrow Fabrics.

The CAP agency has a referral service which includes job referrals. Phillips Fiber was slated to open a carpet backing fabric plant this fall, to ultimatly employ 125 persons. This company has a Technical Center in Greenville and a production and distribution center in Spartanburg.

I selected as our Aide, Mrs. ValeRie Hunter, 327 Reese Mill Road, Pickens, a 13 year old. I wrote 8 plant visit letters for follow-up by Mrs. Hunter. She has not functioned.

Spartanburg County

This county formed in the late 1700's was settled by Scotch-Irish and, because living in this country required fortitude. The early settlers called it "Spartancountry." The principal colleges in the area are Converse college, Wofford college and Spartanburg Junior College, all essentially white. Spartanburg is known as the "Fresh Peach Capital of the United States". The county is populous (157,000) urban (36%) and in both respects is number 4 in the state. Numerically, this county has more Negroes (35,000) than any other county in the Piedmont with the exception of Greenville. The county has more textile mills than any other county in the state and textiles directly provide 60% of its 29,000 manufacturing jobs. In fiscal year 1966, Negroes with 22% of the county's population, had only 9% of the 18,000 textile jobs and the Negro female had only 3% of the 6,500 female textile jobs. For fiscal year 1967 (the latest published information) the figures on non-salaried employees were as follows: white males 9,542, white females 6,521, Negro males 1,769, Negro females, 369. As else, where the schools here are substantially segregated, and this includes the local Technical Education Center.

EEOC had not yet visited this county when we began but it had picked up some general impressions which were passed on to me: Inman Mills had sent out a "good guy letter, Joe Ferguson of the ladies garment union had a fair reputation but the union had no Negroes above Shop Steward, there were a few Negroes who "must be dealt with," and the ladies garment workers had unionized several firms, including Jolog Sportswear and Butte Knit. Butte Knie is discriminating in job classification (calling a Negro Foreman a warehouseman and paying him accordingly). A check of the newsclips indicated that the pattern is that there are few ads for textile work and the government contract companies tended to advertise

tise with the statement, Equal Opportunity Employer. This included Phillips Fibers and Fiber Industries. Other information is that Jonathan Logan (including Butte Knit) has a scholarship program at Clemson under which two freshman in the school of industrial management and textile science are awarded $2,000 scholarships payable over 4 years by the David Schwartz Foundation. Inman and Saybrook mills had agreed to hire 10 Negro females within 90 days, to quit its segregated assignments and to promote Negro females. Franklin Process said that they wanted Negroes referred to them and Carolina Fibers had said it would make a Negro a supervisor if an opening occured. A Commissioner Charge was probably going to be filed against Jolog. Spartan Mills is unionized by the United Textile Workers.

During November I met with a number of Negro leaders to develop a feeling for the county while also assisting SAC in preparing for the Piedmont Conference on Jobs and Training to be held at Wofford College in Spartanburg on December 2, 1967.

In January of 1968 we preceeded to write a number of plant visit letters. We wrote Inman Mills, Mayfair Mill, Powell Knit, Franklin Process, Hystron of Hercules, Hercules, Reeves Brothers and Spartan Mills. I visited most of these in some cases accompanied by James Shores of Spartanburg who we were considering taking on board.

I prepared a booklet concerning textile jobs in Spartanburg, collected names of potential job seekers and participated in a panel along with a representative of TEC, the Chamber of Commerce, the State Employment Service EEOC (Boyte) and a few other government people who happened to be present. This was followed by a second meeting for the purpose of organizing an employment group. After several meetings such a group was in fact organized, complete with officers and committee chairmen. They idi not function very well. In part this may have been

due to our having the wrong people involved (the local Negro "power structure") and in part because we had not at that time provided for staff assistance to give the whole thing some direction and focus. In any event as I look back on Spartanburg I would not handle it that way again. I would not kick off with a mass meeting and elect persons for a job committee growing out of such a meeting, particularly when I know so little about the local chemistry. I would not have democracy prevail in the process of getting the committee going. Apparently, cointer TEAM, our accouncement of the mass meeting on jobs was followed by an announcement that the Chamber of Commerce was doing a job survey starting February 2. The survey was des designed to learn about the extent of unemployment in the county for the purpose of luring industries in. The information on the form called for all sorts of information other than race. This follows a pattern for local Chambers of Commerce.

In March, Hystron announced that Govenor McNair would preside at its dedication. Harry Boyte of EEOC was again in the area. Butte Knit of Jonathan Logan Company celebrated its 8th birthday with a great deal of press publicity and the pattern became clear with respect to our committee that the problem is that of the Negro females particularly those who were not industrially experienced. For example at one of the job committee meetings one lady stated that she had been to 8 companies recently and was told that there was no jobs for people who did not have experience. Mead Paper Mill said it needed 50 men and Butte Knit announced an expansion. Dr. Bull and Dr. Oliver decided to see the Chamber of Commerce concerning getting some of these jobs. At the same time the Spartan Underwear Company of Jonathan Logan announced that it would train and employ 100 low income women as machine operators. I wrote the Hercules Corp. and supplied them the names of Negro colleges and placement officers, the names of Negro college students in the area and the names of local contacts for them to improve their employment picture. My previous visit had disclosed that they had only 3% Negro force work

During the month Mr. Stanley Nehmer, Deputy Assistant Secretary for Resources of the U. S. Department of Commerce spoke to the Spartanburg Chamber of Commerce at its annual dinner. He mentioned in passing that employment of Negroes is an opportunity for business men since this would raise the income levels for the area. Deering Milliken announced that it had purchased the Calloway Mills Company of LaGrange, Georgia to operate as a division of Milliken.

In April the Hystron Fibers Plant (of Hercules) was dedicated and continued expansion up to about $105,000,000 was predicted. Henry Ford and a team from EEOC in Washington was s in the area and visited the P. Garvin Company in Spartanburg County, a small textile waste products company with only about 37 employees of whom 22 men are black and at the lowest levels. We were advised to forget them. The Hystron plant referred to above is owned by Hercules Inc. and a German Firm, Farbwerke Hoechst. Hercules and Hystron were discribed as the largest investors in the fiber field in Spartanburg. The extensive press coverage of the Hystron dedication in a special supplement to the Spartanburg Herald and Journal (4/9/68) indicates that the Hystron plant's 400 workers would be increased by February, 1968 to 850 by virtue of this addition and a third addition comtemplated would raise the total to 1400 workers. The story indicates that the average Hystron worker was making $500 per month last April (note that the average textile wage earner makes about 25% less). The plant is managed by T. E. (Ed) Powers, a 42 year old native of Louisiana who has a B. S. in chemistry from VMI, attended graduate school at Emory University, and has been with the company for 20 years. Production workers must be able to pass a physical and educational test, be over 18 and finish 10th grade with industrial experience or high school without industrial experience. Thus the requirements are high and white oriented. The hoopla indicates that anybody who was anybody was welcoming Hystron, The TEC Center trained the compleany's workers last summer by running a four week course to be taught

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to be taught by German instructors and the school system ran a special 5-week course in basic English last summer for the families of several of the German Technicians. (Tch, tch, tch).

Early in ~~April~~ May and following the workshop for Aides which we held in Frogmore In April, I selected Rev. A. C. Jones to serves as our aide for Spartanburg County. Rev. Jones is a Methodist Minister who pastors three small chyrches. Apparently he is in his fifties, is not highly educated, and resides at 306 Appian Drive in one of Spartanburg's ghettoes. He has previously worked in voter registration. He is the only one of our aides that we took on after the Frogmore workshop. In May, I sent plant visit letters to Arkwright Mills, Martel Mill of Burlington, Spartanburg Sportswear, Deering Milliken Research Center, Raycord, S and S Manufacturing Company and Crown Shirt Company for follow-up ~~for~~ by Rev. Jones. He has visited most of these and others. The employment committee which I organized tended to flounder. When Rev. Jones was taken on I discussed this with him very frankly and thereafter at their first meeting, I made it clear that Rev. Jones would be our aide and I stood behind him. The group, somewhat reconstituted, restarted and looked hopeful. It had good grassroots involvement. They met regularly. But there does not seem to be the kind of movement that I'd like to see. One of the problems is that the original group of "Negro leaders" still have their fingers in the pie. Another is that there seems to be a lacking of individual self-interest type reasons for continuing to participate and push for equal employment. Negro leaders were able to place some 12 or 14 persons inone mill as a result of the discussion with the Chamber of Com merce and in anticipation of the Committee's reorganization. However, they have neglected to even give Rev. Jones the names of the persons it placed. Rev. Jones has met with the State Employment Service Office and enlisted their cooperation. However, they stated

that they do not get cooperation from the textile mills and other industrial plants in placing SES applicants. A pattern in this county is that the white power structure likes to talk with the black power structure on an " of the record" don't tell anybody basis, meaningful commitments in a few cases and followthrough in fewer cases. For example, the state employment service Director very carefully asked Rev. Jones not to let it be known how the industry does not cooperate with them and also not to let it be known that she was willing to cooperate with TEAM. Another example: the city was for a longtime unwilling to create a biracial committee for the reasons that this would "alert the white rednecks." The Chamber of Commerce, after it became interested in integrating approached the individual members of the black power structure about joining but was unwilling to publically enlist the blacks as members. One company said it planned to start a preschool in the ghetto but "don't tell anybody so the white rednecks can't block it." Another was to set up a recruitment office in the ghetto with similar admonitions. The oddity is that the "Negro Leaders" continued to bite.

The Spartan Mills complex which includes Powell Knitting Mills, Beaumont and others has been troublesome. Our aide took 15 Negro women but was unable to talk to the persommel manager. He visited Beaumont mills and the personnel manager said that they were not hiring, the work is slow and you have to talk to the Company's personnel director. A phone call to the company's personnel director resulted in no answer, and the failure to return phone calls and I finally wrote this company's personnel director a followup letter. In addition, our aide visited Woodruff Mills with 5 ladies but he could not talk to the personnel manager. The Startex Mill referred him to the Corporate headquarters of Spartan Mills although our information is that Startex has actually been sold to Reigel Textile Corporation in October 1967. This company seems to be ripe for a Commissioner's Charge and one complaint of demotion in a transfer from Startex to Powell Knit.

In June, Rev. Jones again visited Spartan Mills'main plant with 5 Negro Ladies and was unable to see its personnel director. The 5 women filled out application forms and were told that the company "is not hiring now and that they would be informed if the company did wnat to hire them." Revisits to Beaumont resulted in similar treatment. I wrote the director of Spartan Mills and urged him to talk with our aide. I had talked with him earlier - - before Rev. Jones came on board and had a mixed reaction about him. He had also been visited by EEOC (Doris Cromartie) early in 1968. In June, Rev. Jones talked with Butte Knit and learned that they had actually hired 11 of the black women referred to him by the Negro Leaders and seven of these were still with them. Lyman Pacific Mill stated that it would be hiring about 300 persons at a rate of about 60 per month for training in sheet making at a pay of $1.65 per h our while training. However, the speed test that they require apparently is very difficult for Negroes to pass. The passing score is set at 20 and Negroes tend to make a high of about 17. This company did ask Rev. Jones to send them a black secretary. Rev. Jones' visit to Mayfair Mills ended with some fair talk but no action(this squared with my earlier impression. Note that its president is head of AMIT.) Six Negro ladies taken were not hired. The Spartan Mills complex continued to refer our aide to the Corporate personnel director. One of this company's Mills, Powell Knit, has advertised for women but our women were taken they were told that you have to be experienced. Jackson Mills stated that they hire 4 or 5 persons per week as normal turnover. S and S , a relatively small , new garment company with about 250 employees, stated in June that they would need 600 additional employees, presumably for expansion. The 600 persons would be hired beginning late in the summer. This company provided some training. It stated that it was interested in a training arrangement using government funds. However, I understand informally that OJT money for a cut and sew factory is hard to come by.

In July, our aide visited various parts of the county in an attempt to get a number of Negroes to apply to S and S and get some of these anticipated jobs. He also learned that the shipping department is not integrated. Rev. Jones talked with the manater of Martel Mills of Burlington and learned that no expansion is contemplated. They have one or two token Negroes in significant positions. The personnel manager of Phillips Fibers, a man-made fibers, company owned by Phillip Morris, admitted that he had no Negroes in the doffing department and after an extensive discussion he agreed, he agreed to hire two Negro women. Our aide carried him seven and one of those was hired. The others were turned down because they were stated to be too short. The Faultless Rubber Company manager stated that they are planning an expandion which would call for 200 persons to be hired beginning September 1968, about 50% female. Our aide took 12 persons to apply and asked others to go. White's Bag promised to hire some Negro females and our aide tool twenty persons to apply. Rev. Jones visited R ycord but was unable to talk with company officials. He also visited Mead Containers (a small non- textile company) but was unable to talk with the personnel director. The business manager did indicate that they might hire some six or eight people. During July, I wrote plant visit letters to Lowenstein, Wamsutta-Lyman Startex (a Apartan Company). Rev. Jones referred 15 persons to Arkwright Mills. It developed that Glendle Mill has only 5 Negroes and is planning to hire 4 more among its 65 employees. Rev. Jones took 6 women to Spartanburg Sportswear to apply. A visit to P. Garvan developed 12 jobs for which we referred 2 persons.

Early in August 1968, our aide visited Raycord Co. and developed 3 male jobs but had great difficulty finding 3 men to take them. A visit to another company resulted in our aide learning that the company was calling back some men previously

laid off and after an extended discussion the company agreed to hire two Negro women to integrate its plant by filling jobs for which old employees had not responded. Our aide got two women hired as glove inspectors at a salary (starting) of $1.60 per hour. Continued checking for persons to fill the 12 pt P. Garvin has resulted in a conclusion that the problem was one of transportation. This is, of course, often the case. A call to Faultless Rubber developed two jobs including one as a supervisor trainee. Our aide found a Negro who lacks six hours from finishing college for the supervisory training job and also 4 men for production work and one to Raycord. Rev. Jones' discussion with the city manager reveals that the city was also concerned about Negroes not having transportation and they are discussing doing something about it. What the city was trying to develop was an arrangement for someone to hire a bus to transport the workers to their jobs. One problem was that they wnated the workers to agree not to stop riding the bus after they make enough money to buy a car. Apparently the Chamber of Commerce is in favor of this. But according to the pattern, the white power structure wants to hold these kind of discussions confidentila until they have worked it out "so the whites won't find out what they are doing for Negroes." To date, I'm not aware that they have worked it out. Our aide visited Spartanburg County TEC. with the result that he was outfoxed. TEC took him on a tour of the place and admitted that it had not done much about recruiting Negroes. Our aide volunteered to do that for them.

Union County- This county, the home of the Cherokee Indians, was settled by whites from Virginia and Pennsylvania in the middle 1700's. It s name is derived from the original church which was established to serve all denominations. The county was officially founded in the late 1700's. It is sparsely populated (30,000rural) 34 %urban and has a fair proportion of Negroes (30%). Its schools aresubstantially segregated with only 28 Negroes in integrated schools in 1967-68. And a little reverse integration with 198 whites. In 1967-68 there were 475 Negroes in the white high schools out of about a ~~dozen~~ thousand Negroes and most of the Negroes attended Sims High School along with 28 part-time whites. Union High School was recently expanded with Federal funds to become Union County Area Vocational Educational Center. According to its representatives at the PCJT this center is 60% Negro and feeds Greenville and Spartanburg Tecs. It also goes into the industries to teach and has conducted some 22 classes last year, including classes at Cone Mills, a Big Ten company. Textiles account for around 90% of the ~~rotary view~~ relatively few (5500) manufacturing jobs in this county. The big textile ~~outlets~~ employers are: United Manufacturers & Merchants, Pacolet Industries, Cone Mills, Deering Milliken and J. P. Stevens, with employment ranging from 3000 to 200 respectively.
In fiscal 1966 Negroes were 30% of the population, had 16% of the textile jobs and the Negro female had only 9% although these are female textile jobs. For fiscal 1967, the latest data available, the figures were as follows: white males 2369, white females 1417, Negro males 635, Negro females 236.
Our involvement with this county began in February 1968 when we wrote plant visit letters to the Monarch Mills of Pacolet Industries, Excelsior Mills of Deering Milliken and United Merchants & Manufacturers. It later developed that the Pacolet Industries plants (Monarch and Ottaway) are actually owned by Deering Milliken. In any event, neither of the Deering Milliken plants seem to be fruitful areas

for affirmative action. The United MerchantsMill,is known locally as Union Buffalo Mills. I had a good interview with this company and picked up several of its pieces of literature mainly advocating its anti-union stance however this is the only company I encountered with the proportion of Negro employees which is higher than the county proportion of Negroes. As expected however the Negroes were at the bottom of the ladder. It should be noted that this is the company that owns the Robert Hall Clothes Co. It is essentially a Jewish organization and has some 35,000 employees in all its operations. It is the only company that I encountered that had something in its employee handbook that could be reasonably be construed as a non-discrimination statement. Page 9 contains a non-discrimination statement with respect to rate of pay. My good impression of this company has been backed up by ouraides later. EEOC's D. C. people (Susie Foshee, Henry Ford, et al) were in this county in April and visited the Conso Fastener Co. and the Excel Hosiery Co. We have seen no appreciable difference in their conduct, and we have recently requested that a Commissioner chargebe made against Conso Fastener.

After checking several persons in the county, I selected as our aide for Union County, Mrs. Alice Gallman, 308 May St., Union, S. C. Mrs. Gallman is a 45 year old grandmother who went back and finished high school in 1967. She works as a school nurse at the Negro High school and attends school part time at the University of South Carolina taking nursing. She is one of the best, if not the best, aide she have. She is a master at manipulating the system.

After the Frogmore conference, Mrs. Gallman immediately went to work. She got 3 persons hired on her first day of work and 7 were given appointments. The 3 persons hired were hired by the 3 mills that I had visited earlier: Union, Buffalo, and Monarch Mills. Throughout the period, Union Mills has been in the forefront with respect to hiring Negroes. In May, I wrote plant visit letters to Conso Fasteners,

The J. P. Stevens Gonesville plant, the Lockhart plant of Pacolet Industries, Ace Sweaters and Cone Mills for followup by Mrs. Gallman. Ace Sweater continued to refuse to hire ~~black~~ people and Cone Mills was running it a close second. The next worst company here is the Conso Fastener Corp., J. P. Stevens in Jonesville was also uncooperative. In one case, Mrs. Gallman was able to get a truckload of Negroes employed at Buffalo Mills. It developed that Carlisle Finishing plants personnel man, Mr. Snow, had been giving our aide a snow job when he said that his plant did not have women employees other than in the clerical _____ departments. We learned that there are women otherwise employed but they are white women. The only Negro workers Carlisle was hiring were men. This company discriminates even at the clerical level in that it did not hire Negro college students carried by Mrs. Gallman but it did hire white college girls from Winthrop for summer clerical work.

In June Buffalo Mills continued to be the major employers although we did get one or two people in at Monarch Mills, Ace Sweater and Ottaway. A personnel matter (not clearly race or sex) was taken up with Union Mills personnel office and Union Buffalo continued to hire Negroes like crazy being trailed by Monarch and Ace Sweater.

In July, the same general hiring patterns obtained and Mrs. Gallman learned that Kodak was opening a new company there. She pressed the local senator for proportionate hiring at Kodak.

In August, Conso Fastener continued to prove itself difficult. They ~~Neville~~ proposed to work ~~so it~~ through the Negro principal and not through TEAM's aide. The principal accompanied Mrs. Gallman to this plant and made it clear that he was not in position to do the kind of work that Mrs. Gallman was doing and that he wished that they would deal with her. We have requested a Commissioner charge against

Conso Fastener and it has continued to hire a few Negroes. For example, in Mrs. Gallman's report for the week ending Aug. 16, she referred 17 people to the plant and the company hired three. Late in the month, Mrs. Gallman visited the local senator about a daycare center for working mothers in Union so that the Negro women who could get jobs in textile industries could do do without worrying about having to keep their children. The senator called the area superintendent who in turn called other people including OEO and Mrs. Gallman asked the senator to provide $5000 for salaries which request was granted. She also contacted the Mayor for $5000 for equipment and he asked for a proposal to take to City Council. Our latest information is that all of this has fallen through. Mrs. Gallman thinks that politics has reared its ugly head. In addition while her working with TEAM has had some favorable effects it has also, she thinks, resulted in abuse for her children in that her 6-year old has been threatened on the school bus going to the white school. Mrs. Gallman has put in a little time on the telephone and I suspect she got this whole thing straightened out. The last time I discussed it with her, she indicated that she was trying to get this bus driver dimissed.

In September, the Ottaray Mill proceeded to hire a number of black people, all at minimum wage jobs. In addition, Mrs. Gallman said that she had placed a Negro in the bookkeeping department of the First National Bank and a Negro in the Dime store as a sales clerk. A report by Mrs. Gallman on her total activities during the entire month of August is attached(40) I believe this speaks for itself.

Other Activities - We have collected newsclips and other pertinent information particularly on the 14 counties that we originally staked out as well as information of the whole state. Without detailing it, suffices to say that the textile industry is still moving in and expanding and it is moving to the pee dee and low country as well.

I tried to provide the backup and support for our aides through correspondence and a few visits, through keeping them informed about textile and related matters such as school segregation. (41) As well as matters such as an explanation of the Federal Court's consent order in the Southern Weaving case (42). I gave several stories to the local Negro reporter (43) and encouraged our aides to get publicity for TEAM in their work.

We have filed approximately 80 complaints including complaints of discrimination to D/Jus on refusals to serve by places of public accomodations, (investigated; discrimination found; resolved), Complaints to the Manpower Administration of D/Labor on alleged violations of the Fair Labor Standards Act (Wage and Hour Law) (investigated; no violations found; one firm not covered; complainants (truck drivers) not covered by overtime provisions in another) and on discrimination by State Employment Service Office (investigated and "recommendations" made) complaints to D/ Treas on a bank's refusal to hire (no known field investigation) and so on. A complaint and threat of direct action on a supermarket case (refusal to hire) resulted in 9 jobs there and at least 2 at its competitor. Other complaints involved refusals to hire on promote, facilities, pay, and so on. The bulk of the complaints (around 50) were filed with EEOC the bulk of which had not been investigated as of the end of August but in early September EEOC sent in a "preliminary task force" for complaint investigations. We are unaware of any decision by EEOC in any complaint filed through TEAM. We have requested one Commissioner

Charge (Conso Fastever in Union County) and are considering requesting others. Beginning in June we filed our first complaint with OFCC (the Ruth Witcher case referred to earlier with attachments.); DOD did a cursary investigation without jurisdiction; we filed multiple complaints; AEC, the Primary Contracting Agency, investigated; and, to date, Mrs. Witcher has taken and passed the company's clerical test (California Achievement) but is still being offered a non-clerical job. A call to OFCC indicates that an appropriate resolution will be attempted in a few days, probably requiring Mrs. Witcher to take non-production work until there is a clerical opening, entitling her to back pay, requiring that Dow Badische deal with TEAM requiring racially proportionate ~~int~~ hiring and so on. (at least that's what I'm trying to get). Most of our complaints have been multiple complaints a gainst one firm and we have encouraged groups of employees to complain (strength in numbers) rather than a single employee, whenever possible. Since June, we have generally complained to both EEOC and OFCC where it appeared that both had jurisdiction (i.e., the firm has more than 25 employees and is known or believed to be a Government Contractor. We have requested of OFCC but have not received a list of Government Contractors in our counties, except that this was sent to our Anderson County Aide)

WILLIAM POLLOCK
General President

SOL STETIN
General Sec'y-Treas.

TEXTILE WORKERS UNION OF AMERICA

99 University Place, New York, N. Y. 10003 (212) 673-1400

September 26, 1968

Mr. Emory Via
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Ga. 30303

Dear Emory:

Pursuant to our phone conversation several days ago, Scott Hoyman is willing to address the women's section of the Southern Regional Council on October 23. Scott has taken over the responsibilities as director of our southern region and I am confident he will make an excellent presentation to the women's division. I suggest that you or Mrs. Tilly contact him to firm up the arrangements.

It was nice hearing from you and I am pleased that you are back with the Southern Regional Council.

Best wishes.

Sincerely,

Paul Swaity

Paul Swaity
Organizing Director

EXECUTIVE COUNCIL

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TRUSTEES

WILLIAM F. MILLER
GERARD BOISCLAIR
JOHN G. THOMAS

For Hagopian

23rd Oct.

9:30 —

General Subject —

1968 — Int'l Hamm

Pts yr.

Things that need

to be faced —

Program

Atlantic Hotel
111 Luckie St. N.W.

September 27, 1968

Mr. Mordecai Johnson
TEAM
P. O. Box 1015
Greenville, South Carolina 29602

Dear Mordecai:

Enclosed is a copy of the material that was sent to the Field Foundation. I thought you would like to see what is being sent. You will note in the letter that we are admitting that it is a too modest report. I trust your own report to us will help fatten this one out.

For a number of practical reasons, including what we think Field will actually entertain, we have asked for a limited amount to continue the community aides program. When this report was written it seemed fairly definite that you would be going to CRS. I understand from Jim Wood that you are still considering the alternatives.

The door is not completely closed to other money; however, we have no definite leads at this time.

I wish you well in your decision making and

trust that you will be in touch with me if you have any comments on this report.

Sincerely,

Emory F. Via, Director
Labor Education Project

EFV/km

Enclosures

TEAM SUMMARY REPORT

(Textiles: Employment and Advancement for Minorities)
September, 1968

Introduction

In January, 1967, a forum on textile industry employment patterns in North and South Carolina was held by the Equal Employment Opportunity Commission. Following the forum, six private agencies* formed TEAM to provide a field program in South Carolina and to work with national and regional federal offices to end [illegible] discrimination in employment in the textile industry. Several of the private agencies had presented statements to the EEOC forum and one of them earlier had urged the EEOC to show interest in the textile industry.

TEAM was one part of a total effort including the governmental agencies (EEOC and OFCC) and the North Carolina Good Neighbor Council. TEAM hoped that the combined activities would serve a) to substantially increase Negro employment in entry level jobs, b) to place Negroes into a scattering of skilled and white collar jobs, c) to see that training, employment services, and other programs related to the textile industry were non-discriminatory, and d) to keep the private agencies informed about government agency action to insure that a high level of government activity continued.

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*The six agencies were: The NAACP Legal Defense and Educational Fund, the Southern Regional Office of the National Urban League, Penn Community Services, The Southern Office of the AFL-CIO Civil Rights Department, The Southern Rural Training Project, and the Southern Regional Council.

TEAM Summary Report - 2.

TEAM Activities.

TEAM activities can be separated into two categories, field and general. The field activities went through several phases as the program moved through its initial organization, created community awareness, and then began to operate within local communities. In the earlier phases special materials were prepared on the program and they and appropriate government materials were widely distributed. Area conferences were organized by TEAM, and in cooperation with other agencies, to alert local Negro leadership, training agencies, and employers to the new interest in textile employment. Local informational meetings were held.

During the course of local community contact, indigenous, local leaders were selected to serve as community aides to the TEAM effort. The aides worked part time for pay to help create interest in textile employment, organize campaigns to test employer willingness to hire Negroes, to spot local situations contributing to employment discrimination, to cooperate with appropriate government staff people. Aides have worked in nine counties and are currently working in five or six. A special training program conducted at Penn Community Services assisted the aides in better understanding their duties, the textile industry, types of discrimination, job application and testing procedures, and available resources.

The community program has proved valuable in both achieving the ends of the program and in demonstrating how difficult it is to solve elementary problems in some communities. Approximately 500 persons have been placed by TEAM efforts. The

total may be more but we recognized at the start that our best efforts at securing accurate reporting would be frustrated and this has frequently proved to be the case. This total, compared to our hopes, is disappointing; compared to other efforts or even on the basis of per head costs, the effort has been reasonably successful. And such comparisons do not take into account the continuing gains from community organization, the stimulation of groups to act on their own, and the goading of public agencies to enforce laws or to carry out their duties equitably.

The field program has led to over fifty complaints of discrimination being filed with federal agencies. Complaints have also been made to schools, the Technical Education Commission programs, and the employment service. In some cases corrective action has already taken place. The basic employment discrimination complaints are currently under investigation by EEOC.

The "general" activities of TEAM have included the further development of interagency cooperation (private and public), liason functions by TEAM board members between government agencies and at times within an agency, the "watchdogging" of federal agency efforts, and on occassion the confrontation of agencies with what was required of them by law and circumstance. There is no need to spell these activities out in detail, but they have been an essential part of the total process. Although we have had good cooperation from government staff, the process has had to be prodded. Their activities, with and without our help, have assisted in the hiring of about 1,500 Negro employees in newly opened industrial facilities alone, the Atlanta office

of EEOC visited some fifty plants urging affirmative action and offering assistance, a number of cases have been referred to the Attorney General for action. One of these has been settled in court, a few others are in process, and some will not be acted upon. EEOC Commissioners have issued complaints in a number of cases, but only one of these seems to have gone to the final stages. The OFCC has made investigations and recommendations in six or seven of the ten largest companies and has proceeded to a showdown with one of them to serve as a model for the industry. The Labor Department is to take action against this company following September 30, if it has not agreed to implement a far reaching affirmative program.

Some Problems.

In almost no case were the problems of timing satisfactorily resolved. In a one year effort which attempted to bring a number of separate private and public agencies together it would be expected that competing demands, bureaucratic procedures, and human failure would lead to an imperfect meshing of efforts. Some of the difficulty came about because TEAM launched its field program after some of the public efforts were well under way. Other problems stemmed from the vagaries of the national political scene.

It had been our hope that the results of enforcement efforts would be made available sooner to act as a stimulus to companies and community leadership and to Negro workers reluctant to seek jobs in textiles. We have, frankly, been disappointed that a stronger court ruling could not be secured during the year, that a good settlement did not result from a commissioner complaint

which in turn might be made public, or that an OFCC investigation has not already lead to positive action or, if necessary, debarment from government contracts.

We have had perhaps a little less than half of the performance we had hoped for, and sometimes promised, from government agencies. In some cases delivery was beyond the capacity (staff, budget, political commitment) of the staff involved. The total effort probably compares quite favorably to others. The government people are satisfied that it has been a worthy undertaking considering the newness of the effort, that it was the first such cooperative undertaking, and that it was the first strategic action use of their research data. TEAM, though not satisfied, thinks that a practical assessment would in large part confirm the government staff assessment.

The Opportunity Now.

The anticipation of a breakthrough with the big ten companies (OFCC action to secure positive programs or to debar) plus the effects of a new round of complaint oriented EEOC investigations, make us feel that the next few months will be the time of greatest employment gains in textiles. The public and private agencies agree that to maximize this opportunity it will be important to have a community program to recruit workers, spread information about openings, and to watch the recruitment process in action.

We are at that point, it would seem, where our various efforts are most likely to bear fruit in actual job placements. The Labor Department currently indicates that its actions should be completed during October. The EEOC initial investigations

should be through in a few days. Both of these actions will alert the industry to the need for a more significant change in its patterns of employment. It should be remembered that rulings affecting the big ten alone will include enforcement possibilities in literally hundreds of their plants located in the Carolinas.

What Is Proposed.

TEAM proposes to phase out its operations over the next several months. For that period it would continue, if funds are available, its community aides program. In some areas the program would operate to take advantage of immediate opportunities, but in other cases we would time our activity to match favorable results from governmental action. We would not continue a full-time director, but would look to him for several days a month assistance and similarly use the Charlotte based field staff of the Legal Defense and Educational Fund. We would also be alert to the possibilities of extending our program into some areas of North Carolina where the opportunity is greatest and placement efforts have been weak.

The TEAM executive board would continue its participation in the project including field activities. The participation of the board in the project -- periodic meetings, field consultations, meeting with government staff -- has all been without cost to the project itself. Each agency has borne its own expenses. Two of the agencies, Legal Defense and Educational Fund and the Southern Regional Council, have contributed $2,500.00 to the project budget. And the LDEF has supported the project during this current period since the end of the grant money.

A grant of $10,000 is needed to allow for the project to be properly terminated and to take advantage of the current situation. We have decided not to seek a larger amount for a fully staffed operation partly because of the difficulty in maintaining fulltime staff in a temporary project of this nature and partly because we feel we can effectively build on what we have already done and make use of existing agencies. A larger program, however, could easily be justified and would we think be productive. Although we would like to see government funds made available for a larger program, we do not feel that the private agencies should continue this particular committment beyond what we have proposed here.

* * * *

TEXTILES: EMPLOYMENT AND ADVANCEMENT FOR MINORITIES

TEAM

AN INTERAGENCY PROJECT TO PROMOTE EQUAL EMPLOYMENT IN THE TEXTILE INDUSTRY

COURTNEY SICELOFF
CHAIRMAN OF THE BOARD

MISS JEAN FAIRFAX, CHAIRMAN
FIELD COORDINATION COMMITTEE

MORDECAI C. JOHNSON
PROJECT DIRECTOR

P. O. Box 1015
22-A East Coffee Street
Greenville, South Carolina 29602
(803) 239-9877

October 1, 1968

Dr. Emory F. Via
Labor Education Project
Southern Regional Council
5 Forsythe Street, N. W.
Atlanta, Georgia

Dear Emory:

Thanks for sending me the Field Foundation grant request which you prepared. I agree that you're a little modest--both in reporting our success and in the funds requested. On the other hand, I'm hardly in a position to complain since I didn't give you more in the way of hard data to work with. I am sending you a fuller report on our activities. I expect to meet with Bob Valder of LDF's Charlotte office probably tomorrow to brief him and I expect to meet with him, Jean, you and possibly other board members later in the week for a look-see at TEAM's future.

Regarding my own decision, I am writing CRS today and declining its offer. The decision is not an easy one.

If TEAM is able to scrounge up the money, I'm willing to stay on full time for several months, including through the closing of school since, I suspect it will take about six months or so to reap the benefits of OFCC's contemplated October Action. In addition, from a personal stand point, that would be less disruptive of my own family situation (the children are in school).

Alternatively, I intend to move--at least my office and possibly the family--to Florence as soon as I can make the necessary arrangements (office, books, fitting pieces together, etc.). In that event, I would be available for part-time work either as a Lawyer per se or as a part-time Director or as a Consultant, or in what ever name is assigned to the rose.

Finally, if TEAM's funds run so low that the program has to be cut to its barest bones by slicing me off, I am prepared for that also.

The point is that, as I indicated in Washington, I believe we've just begun to scratch the surface and, as Director, I'd like to see a deeper probe.

Perhaps I overestimate my own contribution but my thinking is that continuity of seasoned staff leadership is probably crucial at this time. The Aides will need someone knowledgeable to provide a network of information, to provide the necessary prodding and so on. The other point, somewhat contra, is that--to borrow from a christian dogma--it is about time for me to "be about" my business of practicing law. "The fields are white and ready for harvest." (No double entendre intended).

As you can see, I am deliberately putting the ball in the Board's Court to make its own assessments and judgements with respect to my own role, if any, in TEAM's future. That, I believe, is as it should be, for reasons which, I believe, are obvious.

Sincerely yours,

Mordecai

Mordecai C. Johnson

MCJ/gg

cc: Miss Jean Fairfax

Note 13

TEXTILES: EMPLOYMENT AND ADVANCEMENT FOR MINORITIES

TEAM

AN INTERAGENCY PROJECT TO PROMOTE EQUAL EMPLOYMENT IN THE TEXTILE INDUSTRY

COURTNEY SICELOFF
CHAIRMAN OF THE BOARD

MISS JEAN FAIRFAX, CHAIRMAN
FIELD COORDINATION COMMITTEE

MORDECAI C. JOHNSON
PROJECT DIRECTOR

P. O. Box 1015
22-A East Coffee Street
Greenville, South Carolina 29602
(803) 239-9877

October 2, 1969

TO: TEAM's Board

FROM: Mordecai C. Johnson

SUBJECT: TEAM's Future--the Big Ten

According to the 1967-68 I/D (which is reasonably but not completely accurate) the "Big Ten" (with the exception of Fieldcrest which is not listed as having any SouthCarolina plants) are in 28 of the state's 46 counties. See chart attached. (Dan River, an immediate target, has 16 plants in four counties: Anderson County, 1; Greenville County, 6; Pickens County, 3; and Spartanburg County, 6.).

By number of plants, the largest companies are Stevens (31 plants), Deering Milliken (16 plants) Dan River (16 plants) Spring Mills (14 plants) and Burlington (8 plants)

Geographic Concentration

The most concentrated of these are Dan River with 16 plants in 4 counties (6 each in Greenville and Spartanburg counties) and Spring Mills with 14 plants in 5 counties--7 in Chester 4 in Lancaster and 3 in York.

While Stephens is widely dispersed with 31 plants in 14 counties, the bulk of its plants are actually in Greenville (11 plants) with 3 each in Chester and Oconee counties so that these 3 counties account for more than half of its plants.

Dan River, with 16 plants in 4 counties, is also concentrated since it has 6 plants each in Greenville and Spartanburg counties so that 75% of its plants are in these counties. (Pickens County accounts for 3 more)

Heaviest Big 10 Counties

Greenville is clearly out front with 27 "Big Ten" plants. Of these, Dan River accounts for 6 and Stevens accounts for 11--a total of 17 of the 22.

Spartanburg is another key county with 10 "Big Ten" plants and Dan River accounts for 7 of these 10.

Chester (where we have no aides) ties Spartanburg with 10 "Big Ten" plants--7 Spring plants and 3 Stevens plants.

York (where we have no aide) is next with 6 "Big Ten" plants--3 Spring, 2 Stevens and 1 Cannon.

Anderson has 5 "Big Ten" plants--3 Deering Milliken, and 1 each for Stevens and Dan River.

Also, Oconee, where we have no Aide, has 5 "Big Ten" plants--3 Stevens and 2 Deering Milliken.

Lancaster, where we have no Aide, has 4 "Big Ten" plants--all Stevens plants.

Union County, where one of our best people is, has only 3 "Big Ten" plants according to the Industrial Directory--1 Stevens, 1 Deering Milliken and one Cone--all bad. Additional information indicates that Deering Milliken actually has at least 2 plants (maybe more) here--Monarch Mills and Otarary Mills--both listed in the Industrial Directory as owned by Pacolet Industries. (assuming that Deering Milliken owns Pacolet Industries, our figures in the chart are understated as follows:

Anderson County 1 (called Gerrish Milliken Mills); Spartanburg County 3; Cherokee County 2; Darlington County 1; and Union County 3)

On the basis of the foregoing, TEAM should operate in Greenville (Aide) Spartanburg (Aide), Chester (no Aide now), Anderson (Aide) Oconee (no Aide now) counties at a minimum. In addition (because we've got good people there) we should also cover Union and Cherokee counties. We should consider expanding at least some of our aides. Thus, the Cherokee County Aide might also handle the Adjoining York County (involving Spring, Stevens and Cannon) and the Union County Aide might also handle adjoining Chester County to cover Spring and Stevens as well as possibly the adjourning Laurens County's two mills of Deering Milliken and Stevens.

Our Anderson County Aide might also handle the adjoining Pickens County (Dan River's 3 plants and Cannon's 1 plant).

This would entail more intensive community organization work than has been accomplished so far and thus higher expenses, particularly for Aides working more than one county.

	Companies	Burlington	Cannon	Cone	Dan River	Deering-Millikan	Dupont	Rauser Roth	Spring	Stevens	Total
	Elements	8	2	5	16	16	4	1	14	31	97
	Counties	7	2	4	4	12	3	1	3	14	
	County										
1	Abbeville	1				1				1	III
2	Aiken						1				1
3	Allendale									1	1
4	Anderson				1	III				1	IIII
5	Barnwell					1					1
6	Cherokee	1							IIII II	III	1
7	Chester										IIII IIII
8	Chesterfield	II		1							III
9	Colleton									1	1
10	Darlington							1			1
11	Dillon	1									1
12	Edgefield					1					1
13	Florence						1			1	II
14	Greenville	1		II	IIII I	II				IIII IIII I	IIII IIII IIII IIII II
15	Kershaw						II				II
16	Lancaster								IIII		IIII
17	Laurens					1				1	II
18	Lexington	1									1
19	McCormick					1					1
20	Marlboro									II	II
21	Newberry			1						1	II
22	Oconee					II				III	IIII
23	Pickens		1		III						IIII
24	Spartanburg	1			IIII I	1				II	IIII IIII
25	Saluda					1					1
26	Union			1		1				1	III
27	Williamsburg					1					1
28	York		1						III	II	IIII I

October 8, 1968

Mr. Robert M. Ford
100 Pine Street Apt. 2
Greenville, South Carolina

Dear Bob:

In my last memorandum to the Aides I indicated that our grant year had almost expired and that we could assure funding only to the middle of September. On Thursday, October 3, 1968, TEAM's Board met here and asked me to officially convey to you its appreciation for the work you did as TEAM's Aide for Greenville County since April of this year. To the extent that TEAM has been involved in moving Greenville County toward equal employment in textiles and in related matters during the last five months it represents largely your work. I know that your work as our aide has been done under difficult circumstances. While your work has not been completed and while we hope you will continue, TEAM is unable to continue paying you for it.

Part of the reasoning behind our obtaining you as an aide was our hope that an effect would be the development and training of local leadership and the spurring of community organizations around the narrow issue of textile jobs and training for black people, resulting in the beginning of activity which would continue long after TEAM had ceased toprovide financial support to you for these activities. We hope that you--and those who have worked with you locally--will continue on a voluntary basis the work we have begun.

Assuming that additional funds can be obtained, TEAM will be moving into a new phase shortly to deal primarily with the "Big T n". I will be closing our office here at the end of this month and moving to Florence to begin a law practice while also working with TEAM in its new phase on a reduced basis. TEAM's main office will be moved to Charlotte from which a geographically broad area involving the Big Ten will be dealt with.

The effect of this in South Carolina is that we will be shifting our emphasis in terms of the counties covered, the people working with us, and the nature of the work itself. In Greenville County, TEAM will probably be taking on a new person for its new phase of operations to zero in on a relatively narrow target and to learn--as I believe you have learned--some of the ins and outs of our kind of work.

For myself as TEAM's Director, and on behalf of the Board, I again express our appreciation to you for the job you have done while we were able to provide some financial backing and I hope you will find our association and this short experience valuable in the future.

Sincerely yours,

Mordecai C. Johnson

MCJ/gg

ccs: Miss Fairfax
Mr. Via
Mr. Valder

October 8, 1968

Mr. Lucion Waller
106 Whitehall Street
Abbeville, South Carolina

Dear Lucion:

In my last memorandum to the Aides I indicated that our grant year had almost expired and that we could assure funding only to the middle of September. On Thursday, October 3, 1968, TEAM's Board met here and asked me to officially convey to you its appreciation for the work you did as TEAM's Aide for your county since April of this year. To the extent that TEAM has been involved in moving your county toward equal employment in textiles and in related matters during the last five months it represents largely your work. I know that your work as our aide has been done under difficult circumstances. While the work has not been completed and while we hope you will continue, TEAM is unable to continue paying you for it.

Part of the reasoning behind our obtaining you as an aide was our hope that an effect would be the development and training of local leadership and the spurring of community organizations around the narrow issue of textile jobs and training for black people, resulting in the beginning of activity which would continue long after TEAM had ceased to provide financial support to you for these activities. We hope that you--and those who have worked with you locally--will continue on a voluntary basis the work we have begun.

Assuming that additional funds can be obtained, TEAM will be moving into a new phase shortly to deal primarily with the "Big Ten". I will be closing our office here at the end of this month and moving to Florence to begin a law practice while also working with TEAM in its new phase on a reduced basis. TEAM's main office will be moved to Charlotte from which a geographically broad area involving the Big Ten will be dealt with.

The effect of this in South Carolina is that we will be shifting our emphasis in terms of the counties covered, the people working with us, and the nature of the work itself.

As TEAM's Director, and on behalf of the Board, I again express our appreciation to you for the work you have done while we were able to provide some

financial backing and I hope you will find our association and this short experience valuable in the future.

Sincerely yours,

Mordecai C. Johnson

MCJ/gg

ccs: Miss Jean Fairfax
Dr. Via
Mr. Valder

October 8, 1968

Rev. A. C. Jones
305 Appian Drive
Spartanburg, South Carolina

Dear Rev. Jones:

In my last memorandum to the Aides I indicated that our grant year had almost expired and that we could assure funding only to the middle of September. On Thursday, October 3, 1968, TEAM's Board met here and asked me to officially convey to you its appreciation for the work you did as TEAM's Aide for Spartanburg County since April of this year. To the extent that TEAM has been involved in moving Spartanburg County toward equal employment in textiles and in related matters during the last five months it represents largely your work. I know that your work as our aide has been done under difficult circumstances. While your work has not been completed and while we hope you will continue, TEAM is unable to continue paying you for it.

Part of the reasoning behind our obtaining you as an aide was our hope that an effect would be the development and training of local leaserdhip and the spurring of community organizations around the narrow issue of textile jobs and training for black people, resulting in the beginning of activity which would continue long after TEAM had ceased to provide financial support to you for these activities. We hope that you--and those who have worked with you locally--will continue on a voluntary basis the work we have begun.

Assuming that additional funds can be obtained, TEAM will be moving into a new phase shortly to deal primarily with the "Big Ten". I will be closing our office here at the end of this month and moving to Florence to begin a law practice while also working with TEAM in its new phase on a reduced basis. TEAM's main office will be moved to Charlotte from which a geographically broad area involving the Big Ten will be dealt with.

The effect of this in South Carolina is that we will be shifting our emphasis in terms of the counties covered, the people working with us, and the nature of the work itself. In Spartanburg County, TEAM will probably be taking on a new person for its new phase of operations to zero in on a relatively narrow target and to learn--as I believe you have learned--some of the ins and outs of our kind of work.

For myself as TEAM's Director, and on behalf of the Board, I again express our appreciation to you for the job you have done while we were able to provide some financial backing and I hope you will find our association and this short experience valuable in the future.

Sincerely yours,

Mordecai C. Johnson

MCJ/gg

ccs: Miss Fairfax
Mr. Via
Mr. Valder

October 9, 1968

Rev. N. B. Norman
216 Tompkins Avenue
Greenwood, South Carolina

Dear Rev. Norman:

In my last memorandum to the Aides I indicated that our grant year had almost expired and that we could assure funding only to the middle of September. On Thursday, October 3, 1968, TEAM's Board met here and asked me to officially convey to you its appreciation for your joining us as TEAM's Aide for your county in April of this year and to advise that we are no longer able to continue you in that capacity. While the work has not been completed and while we hope you will continue it, TEAM will be unable to pay you for it in the future.

Part of the reasoning behind our obtaining you as an aide was our hope that an effect would be the development and training of local leadership and the spurring of community organization around the narrow issue of textile jobs and training for black people, resulting in the beginning of activity which would continue long after TEAM was able to provide financial support to you for these activities. We hope that you will continue on a voluntary basis the work we have begun.

Assuming that additional funds can be obtained, TEAM will be moving into a new phase shortly. I will be moving to Florence, and TEAM's main office will be moved to Charlotte from which a geographically broader area will be dealt with. We will be shifting our emphasis in terms of the counties covered, the people working with us, and the nature of the work itself.

As TEAM's Director, and on behalf of the Board, I again express our appreciation to you for joining us while we were able to provide some financial backing and I hope you will find this short experience valuable in the future.

Sincerely yours,

Mordecai C. Johnson

MCJ/gg

ccs: Miss Fairfax
Dr. Via
Mr. Valder

October 9, 1968

Rev. E. L. Cain
151 Singleton Avenue
Greenwood, South Carolina

Dear Rev. Cain:

In my last memorandum to the Aides I indicated that our grant year had almost expired and that we could assure funding only to the middle of September. On Thursday, October 3, 1968, TEAM's Board met here and asked me to officially convey to you its appreciation for your joining us as TEAM's Aide for your county in April of this year and to advise that we are no longer able to continue you in that capacity. While the work has not been completed and while we hope you will continue it, TEAM will be unable to pay you for it in the future.

Part of the reasoning behind our obtaining you as an aide was our hope that an effect would be the development and training of local leadership and the spurring of community organization around the narrow issue of textile jobs and training for black people, resulting in the beginning of activity which would continue long after TEAM was able to provide financial support to you for these activities. We hope that you will continue on a voluntary basis the work we have begun.

Assuming that additional funds can be obtained, TEAM will be moving into a new phase shortly. I will be moving to Florence, and TEAM's main office will be moved to Charlotte from which a geographically broader area will be dealt with. We will be shifting our emphasis in terms of the counties covered, the people working with us, and the nature of the work itself.

As TEAM's Director, and on behalf of the Board, I again express our appreciation to you for joining us while we were able to provide some financial backing and I hope you will find this short experience valuable in the future.

Sincerely yours,

Mordecai C. Johnson

MCJ/gg

ccs: Miss Fairfax
Dr. Via
Mr. Valder

memo from jean fairfax

Emory-

Note enclosed. Maybe this means we'll get even more $$$ than we requested!

j

TEAM

THE FIELD FOUNDATION
100 EAST 85TH STREET • NEW YORK, N.Y. 10028
212/535-9915

October 9, 1968

Miss Jean Fairfax, Director
Division of Legal Information and
Community Service
NAACP Legal Defense & Educational Fund
10 Columbus Circle
New York, N. Y. 10019

Dear Jean:

Thank you for your letter of October 2. I am impressed.

I do not recall ever having met Mordecai Johnson and now that is something I look forward to. That's a beautiful letter.

Sincerely,

Leslie W. Dunbar
Executive Director

LD:la

October 9, 1968

Mrs. Gloria Scott
1123 Long Street
Newberry, South Carolina

Dear Gloria:

In my last memorandum to the Aides I indicated that our grant year had almost expired and that we could assure funding only to the middle of September. On Thursday, October 3, 1968, TEAM's Board met here and asked me to officially convey to you its appreciation for joining us as TEAM's Aide for your county in April of this year and to advise that we can no longer provide financial backing to you in that capacity. While the work has not been completed and while we hope you will continue it, TEAM is unable to continue paying you for it.

Part of the reasoning behind our obtaining you as an Aide was our hope that an effect would be development and training of local leadership and the spurring of community organization around the narrow issue of textile jobs and training for black people, resulting in the beginning of activity which would continue long after TEAM was able to provide financial support to you for these activities. We hope that you--and those who have worked with you locally--will continue on a voluntary basis the work we have begun.

Assuming that additional funds can be obtained, TEAM will be moving into a new phase shortly. I will be moving to Florence and TEAM's main office will be moved to Charlotte from which a geographically broad area will be dealt with. The effect of this is that we will be shifting our emphasis in terms of the areas covered, the people working with us, and the nature of the work itself.

As TEAM's Director, and on behalf of the Board, I again express our appreciation to you for joining us while we were able to provide some financial backing and I hope you will find this short experience valuable in the future.

Sincerely yours,

Mordecai C. Johnson

MCJ/gg
ccs: Miss Fairfax
Dr. Via
Mr. Valder

October 9, 1968

Mrs. Valerie Hunter
327 Rease Mill Road
Pickens, South Carolina

Dear Valerie:

In my last memorandum to the Aides I indicated that our grant year had almost expired and that we could assure funding only to the middle of September. On Thursday, October 3, 1968, TEAM's Board met here and asked me to officially convey to you its appreciation for joining us as TEAM's Aide for your county in April of this year, and to advise that we can no longer provide financial backing to you in that capacity. While the work has not been completed and while we hope you will continue it, TEAM is unable to continue paying you for it.

Part of the reasoning behind our obtaining you as an Aide was our hope that an effect would be the development and training of local leadership and the spurring of community organization around the narrow issue of textile jobs and training for black people, resulting in the beginning of activity which would continue long after TEAM was able to provide financial support to you for these activities. We hope that you will continue on a voluntary basis the work we have begun.

Assuming that additional funds can be obtained, TEAM will be moving into a new phase shortly. I will be moving to Florence and TEAM's main office will be moved to Charlotte from which a geographically broad area will be dealt with. The effect of this is that we will be shifting our emphasis in terms of the counties covered, the people working with us, and the nature of the work itself.

As TEAM's Director, and on behalf of the Board, I again express our appreciation to you for the work you have done while we were able to provide some financial backing and I hope you will find this short experience valuable in the future.

Sincerely yours,

Mordecai C. Johnson

MCJ/gg
ccs: Miss Fairfax
Dr. Via
Mr. Valder

October 10, 1968

Mr. W. Patrick Flack
Route 8, Box 247-A
Anderson, South Carolina

Dear Pat:

In my last memorandum to the Aides I indicated that our grant year had almost expired and that we could assure funding only to the middleof September. On Thursday, October 3, 1968, TEAM's Board met here and asked me to officially convey to you its appreciation for the work you have done as TEAM's Aide for Anderson County since April of this year. To the extent that TEAM has been involved in moving Anderson County toward equal employment in textiles and related matters during the last five months it represents largely your work. I know that your work has been done under difficult circumstances. While your work has not been completed, and while we hope you will continue, TEAM will be able to pay you over the coming few weeks only on a limited basis.

Let me explain what I mean. In the past, your reports have indicated that you were involved in a wide range of activities, including, but not limited to, textile jobs and training. While we are happy to see a broad range of activities by our Aides, it is necessary for the future that TEAM's work, be narrowly focused toward textiles and related industry work and training. What will be necessary in the future to justify our continuing the funding arrangement is more emphasis on community organization so that more persons in the community are directly involved in the area of textile jobs and training. It will require more intensive plant visitation to textile and related companies to find out about job openings; similar activity with respect to openings for training for textile work; wholesale referrals of black people to these companies and training agencies; close follow-up and record keeping so as to be able to tell with a great deal of precision who was referred to which company or training agency for which job or type of training involving what amount of pay, what the results were, what the "holding power" situation is; filing complaints which are technically perfected by you, including hard and specific allegations, notarization, proper preparation for filing to the appropriate agency, and so on. As I indicated earlier, part of the reasoning behind our obtaining you as an Aide was our hope that an effect would be the development and training of local leadership and the spurring of community organization around the narrow issue of textile jobs and training for black people, resulting in a substained activity which might continue long after TEAM ceased to provide funding.

Assuming that additional funds can be obtained, TEAM will be moving into a new phase shortly to deal with primarily with the "Big Ten". I will be closing our office here at the end of this month and moving to Florence to begin a law practice while also working with TEAM in its new phase on a reduced basis. TEAM's main office will be moved to Charlotte from which a geographically broad area involving the "Big Ten" will be dealt with. The effect of this in South Carolina is that we will be shifting our emphasis in terms of the counties covered, the people working with us, and the nature of the work itself.

In Anderson County, as I understand it, there are only 5 "Big Ten" plants: one Dan River plant; three Deering Milliken plants and one J. P. Stevens plant. Because of this, "scarcity" of "Big Ten" plants in Anderson County and because I believe you can be an effective person in this area, I have recommended to the Board that you be assigned to work Pickens county also (which has one C nnon Mills plant and three Dan River plants) as well as Oconee County (with two Deering Milliken plants and three J. P. Stevens plants). In the meantime, and while we await funding, you may continue working Anderson County only but in any event, the work must be on the more intensive basis that I have outlined above. For that, TEAM would continue to pay you at the present rate of $45 per week. I cannot assure you at this time that you would be paid at a higher rate for covering more than one county if and when additional funds become available.

If, pursuant to our conversation, you feel that you are unable to continue working with TEAM on a part-time basis, I hope you will so advise me quickly so that we can try to line up someone else for this work. If, for example, your work with the labor people apparently will involve you on a full time basis, I would, of course, like to know that. In that event, while we might continue using you perhaps on a limited basis in the future when funds become available, I could at least begin to make preparations to take on a new person for the new phase of operation that TEAM is now going into--to zero in on a relatively narrow target and to learn as I believe you have learned some of the ins and outs of our kind of work. Whatever your response to this letter, let me say as TEAM's Director, and on behalf of the Board, that I again want to express our appreciation to you for the job you have done while we were able to provide financial backing and we hope you will find our association and this short experience valuable in the future.

Sincerely yours,

Mordecai C. Johnson

MCJ/gg

ccs: Miss Fairfax
Dr. Via
Mr. Valder

October 10, 1968

Mrs. Juanita Harrison
312 North Petty Street
Gaffney, South Carolina

Dear Juanita:

In my last memorandum to the Aides I indicated that our grant year had almost expired and that we could assure funding only to the middle of September. On Thursday, October 3, 1968, TEAM's Board met here and asked me to officially convey to you its appreciation for the work you have done as TEAM's Aide for Cherokee County since April of this year. To the extent that TEAM has been involved in moving Cherokee County toward equal employment in textiles and related matters during the last five months it represents mainly your work. I know that your work has been done under difficult circumstances.

While your work has not been completed, and while we hope you will continue, TEAM will be able to pay you over the coming few weeks only on a limited basis. The Board and I are pleased at the reports of your work over the last five months. There are two areas in which we would like to see improvement: community organization and recorded follow-up on referrals. This means more emphasis on community organization so that a group of persons in the community are directly involved in the area of textile jobs and training. It means involvement of others in intensive plant visitation to textile and related companies to find out about job openings; in similar activity with respect to openings for training for textile and related work; in wholesale referrals of black people to these companies and training opportunities; in close follow-up so as to be able to tell with a great deal of precision who was referred to which company for which job involving what amount of pay, what the results were, what the holding power situation is; in filing complaints which are technically perfected by you, including hard and specific allegations, notarization, and so on. As I indicated earlier, part of the reasoning behind our obtaining you as an Aide was out hope that an effect would be the development and training of local leadership and the spurring of community organization around the narrow issue of textile jobs and training for black people, resulting in a substained activity which might continue long after TEAM ceased to provide financial backing.

Assuming that additional funds can be obtained, TEAM will be moving into a new phase shortly to deal primarily with the "Big Ten" (listed in the pink pink pages of your workbook). I will be closing our office here at the end of this month and

moving to Florence to begin a law practice while also working with TEAM on a reduced basis. TEAM's main office will be moved to Charlotte from which a geographically broad area involving the "Big Ten" will be dealt with. The effect of this is that TEAM will be shifting its emphasis in terms of the counties covered, the nature of the work and the people working with us. I have recommended to the Board that you be continued as our Aide, subject, of course, to your willingness to do so.

In Cherokee County, as I understand it, there is only one "Big Ten" plant: a Burlington Industries plant (Cherokee Falls Mill in Cherokee Falls with somewhere between 250 and 500 employees). Because of this, because we'll need to "spread out" and because I believe you are an effective person in the area, I have also recommended to the Board that you be assigned to work the adjoining York County (with one C nnon Mills plant, three Spring Mills plants and two Stevens plants) as well as possibly Lancaster County (with four Spring Mills plants). While we are awaiting funding and until further notice, you may continue working Cherokee County only on the intensive basis that I have outlined and TEAM will continue to pay you at the present rate of $45.00 per week. Whether or not we could pay you more for working more counties will depend, in the final analysis, on the amount of money that actually becomes available.

All of this may mean a readjustment in your own situation and I hope you will let me know your thinking on it.

Whatever your response to this letter, let me say as TEAM's Director and on behalf of the Board that we again want to express our appreciation to you for the job you have done so far.

Sincerely yours,

Mordecai C. Johnson

MCJ/gg

ccs: Miss Fairfax
Dr. Via
Mr. Valder

October 10, 1968

Mrs. Alice Gallman
308 May Street
Union, South Carolina

Dear Alice:

In my last memorandum to the Aides I indicated that our grant year had almost expired and that we could assure funding only to the middle of September. On Thursday, October 3, 1968, TEAM's Board met here and asked me to officially convey to you its appreciation for the work you have done as TEAM's Aide for Union County since April of this year. To the extent that TEAM has been involved in moving Union County toward equal employment in textiles and related matters during the last five months it represents mainly your work. I know that your work has been done under difficult circumstances.

While your work has not been completed, and while we hope you will continue, TEAM will be able to pay you over the coming few weeks only on a limited basis. The Board and I are quite pleased at the reports of your work over the last five months. There are two areas in which we would like to see improvement: community organization and recorded follow-up on referrals. This means more emphasis on community organization so that a group of persons in the community are directly involved in the area of textile jobs and training. It means involvement of others in intensive plant visitation to textile and related companies to find out about job openings; in similar activity with respect to openings for training for textile related work; in wholesale referrals of black people to these companies and training opportunities: in close follow-up so as to be able to tell with a great deal of precision who was referred to which company for which job involving what amount of pay, what the results were, what the holding power situation is; in filing complaints which are technically perfected by you, including hard and specific allegations, notarization, and so on. As I indicated earlier, part of the reasoning behind our obtaining you as an aide was our hope that an effect would be the development and training of local leadership and the spurring of community organization around the narrow issue of textile jobs and training for black people, resulting in a substained activity which might continue long after TEAM ceased to provide financial backing.

Assuming that additional funds can be obtained, TEAM will be moving into a new phase shortly to deal primarily with the "Big Ten" (listed in the pink pages of your workbook). I will be closing our office here at the end of this

month and moving to Florence to begin a law practice while also working with TEAM on a reduced basis. TEAM's main office will be moved to Charlotte from which a geographically broad area involving the "Big Ten" will be dealt with. The effect of this is that TEAM will be shifting its emphasis in terms of the counties covered, the nature of the work and the people working with us. I have recommended to the Board that you be continued as our Aide, subject, of course, to your willingness to do so.

In Union County, as I understand it, there are only three (possibly 5) "Big Ten" plants: one Cone Mills plant; one Deering Milliken plant (and possibly 3, if the Pacolet Industries plants are owned by Deering Milliken); and one J. P. Stevens plant. Because there are relatively few "Big TEN" plants in Union County, because we'll therefore need to "spread out, and because I believe you are an effective person in the area, I have also recommended to the Board that you be assigned to work Chester County also which has seven Spring Mills plants and three Stevens plants as well as possibly Laurens County with one Deering Milliken plant and one Stevens plant. While we are awaiting funding and until further notice, you may continue working Union County only on the intensive basis that I have outlined and TEAM will continue to pay you at the present rate of $45.00 per week. Whether or not we could pay you more for working more counties will depend, in the final analysis, on the amount of money that actually becomes available.

All of this may mean a readjustment in your own situation and I hope you will let me know your thinking on it.

Whatever your response to this letter, let me say as TEAM's Director and on behalf of the Board that we again want to express our appreciation to you for the fine job you have done so far.

Sincerely yours,

Mordecai C. Johnson

MCJ/gg

ccs: Miss Fairfax
Dr. Via
Mr. Valder

October 17, 1968

Mr. Mordecai Johnson
TEAM
P. O. Box 1015
Greenville, South Carolina 29602

Dear Mordecai:

I trust that you have been able to sort out the various tasks related to our "Holding Operation." Will you be able to send me 10 pages or less of a draft summary report? We need it right away if we are to supply the Field Foundation with further information.

I will be happy to work over any such report so send it along in rough form.

Best personal regards.

Sincerely,

Emory F. Via, Director
Labor Program

EFV/km

N. A. A. C. P. LEGAL DEFENSE AND EDUCATIONAL FUND, INC.

10 Columbus Circle, New York, N. Y. 10019

JUdson 6-8397

HON. FRANCIS E. RIVERS
President

JACK GREENBERG
Director-Counsel

JAMES M. NABRIT, III
Acting Associate Counsel

October 28, 1968

Mordecai C. Johnson, Esq.
22-A East Coffee Street
Greenville, South Carolina 29602

Dear Mordecai:

Inasmuch as the TEAM office will be closed on November 1, 1968, I am writing you at this time to call to your attention several matters which have to be settled by the end of this week.

By the end of the week, you will receive your last salary check as director of TEAM. I am asking Franklin White to confirm in writing the financial and other arrangements which you made with the LDF when you were here last week. I have just spoken with Mrs. Marjorie Doswell about the usual procedure for transmitting funds to lawyers who are classified as LDF interns. She informed me that the payments are made monthly and are considered fees to lawyers. Therefore, no deductions are made. As you know, this means that as of November 1, you will be considered to be a self-employed person and should file your income tax accordingly. Since you will not be a LDF employee, you will no longer be eligible for fringe benefits such as life, travel and major medical insurances. Mrs. Doswell has assured me that she will maintain your payments for these insurances for one additional month, so you have until December 1 to make new provisions for yourself and your family.

As soon as you have paid all the outstanding bills, please send us a financial report on the $500.00 advance for which you are accountable. There are still three vouchers in this office for which you can expect to receive checks:

10/10/68	Mrs. Alice Gallman	$45.00
10/15/68	Mrs. Alice Gallman	45.00
10/23/68	Miss Gloria J. Garrett	56.80

You will be expected to account for the $500.00 with receipted bills which you have paid out of this account and with a check for the balance. Since you may not have all the bills by Friday (your last telephone bill will probably not be ready by then), wait until you can give us a complete report.

The TEAM board agreed at its last meeting to make a contribution to your new office of the following pieces of equipment: 1 typewriter, dictating equipment, 1 file cabinet and 1 bookcase.

After you have completed all business transactions related to the closing of the office, please work out an arrangement for transferring our permanent files. You and Bob Valder can agree on what should be in Charlotte. You will undoubtedly want to have with you in Florence current files relating to your community program. Any material relating to financial transactions should be sent here.

At the board meeting, we did not discuss the feasibility of a press release at the time of the closing of the office so that this would not be viewed as the end of our program. My hunch is that we should release a statement from Charlotte when we know what we are going to do. Since you know some press people in Greenville, you may wish to talk with them informally or to release a statement on your own this week indicating that the program will be continuing from Charlotte as an expanded project.

Please be sure to leave adequate forwarding addresses at the post office. As soon as you have an address and telephone number in Florence, please send it to all of the TEAM board members.

I hope we will hear soon from the Field Foundation. When we know how much money we can expect from Field, I shall call a board meeting so that we can work out the details of the next phase of our program. At that time, we will let you know definitely what TEAM's financial arrangement with you will be. At the last board meeting, we made a verbal arrangement with you which I personally consider to be a commitment. However, I would prefer not to put it into writing until we have the money in hand.

Let me say again how happy I am that you have decided to stay in South Carolina. Whatever administration is in power after next Tuesday, we have some rough years ahead. Black folks win or lose their rights at the grassroots level so it is very reassuring to know that you will be in charge of a few acres of South Carolina fields which we trust will blossom regardless of what happens in Washington.

Sincerely,

JF/11

Jean Fairfax, Director
Division of Legal Information
and Community Service

cc: Dr. Emory Via

Justice Dept.

W Ant 68-10
USDC - S.C.

Steven Pollack

Fdc June 12 '68
June 24

John C. Wms
U.S. Attyz
Greenville

Clerk — USDC

→ Miller C. Foster, Jr

(2 yrs.

Monthly reports on transactions — not necessarily filed with Court —

Monaco

Henry DeVecchi

TEAM

October 31, 1968

Miss Jean Fairfax
Suite 2030
10 Columbus Circle
New York, New York

Re: D/Jus--Status of Southern Weaving Case

Dear Jean:

I called the Department of Justice several times and have not been able to get the story on the Southern Weaving Case. (Maceo Hubbard, Section Chief, Eastern Section, Civil Rights Division, D/Jus.

On 10/10 Maceo said that they have received "some reports" required by the Court's order which had not been reviewed. Miss Monica Gallagher of his staff, who worked on the case, was out of town and expected back the following week. Also, Walter Barnette, of his staff, who also worked on the case was out of town for the week. Maceo said he'd have one of them call me. He said that he, of course, simply was not on top of the case sufficiently to discuss it with me intelligently.

Miss Gallagher (202- 737-8200, ext. 3896) and Mr. Barnette (ext. 3897) have not called me.

I called Maceo on 10/18 and again was told that these two attorneys were out of the office--Barnette for the day and Miss Gallagher for several days, apparently on the West coast on loan to that section.

On 10/30, I called and was informed again that these two attorneys were out of the office. (Miss Gallagher, who was in Winston Salem had checked out of her motel).

As you will recall, you (and Emory I believe) were to contact the "big boy" if the "little boys" were uncooperative. While I'm not sure their failure to return phone calls is sufficiently uncooperative, I thought I'd report to you for such action as you consider appropriate, especially since, with the closing of the office. I'll be relatively unreachable for a little while until I get set

up with phone etc. Our office phone here is to be disconnected on 10/31/68.

Enclosed is the court order which sets out reporting requirements. Please return it to me.

Sincerely yours,

Mordecai C. Johnson

MCJ/gg

cc: Mr. Via

Mr. Valder

NOTES 9 and 11

TEXTILES: EMPLOYMENT AND ADVANCEMENT FOR MINORITIES

TEAM

AN INTERAGENCY PROJECT TO PROMOTE EQUAL EMPLOYMENT IN THE TEXTILE INDUSTRY

COURTNEY SICELOFF
CHAIRMAN OF THE BOARD

MISS JEAN FAIRFAX, CHAIRMAN
FIELD COORDINATION COMMITTEE

MORDECAI C. JOHNSON
PROJECT DIRECTOR

P. O. Box 1015
22-A East Coffee Street
Greenville, South Carolina 29602
(803) 239-9877

TEAM--Summary of staff Activities
Mordecai C. Johnson - October, 1968

Introduction:

Since TEAM's ~~formation in September~~ 1967 with obtaining a Director, we have gone through several phases which are summarized in a larger summary of our activities, including (1) identifying target areas, gathering information within the state, developing Federal relationships, alerting community leadership and a Piedmont Job Conference; (2) community visits, preparation of working documents and holding a training workshop for Aides; and (3) a community county by county program.

This report summarizes referrals phase 3 and attempts to provide an overall evaluation.

1. Community Program

This phase began in April 1968 after the training workshop for the Aides after which they proceeded to work on a county by county basis.

A. Placements

For a variety of reasons, we cannot document as accurately as we had hoped, all of the placements resulting from TEAM's efforts. For example, some referrees did not report back on results, others were hired by virtue of TEAM's existence or its blanket referrals, or used our Aides name as a reference but were not specifically referred by TEAM, some applied after generally learning of TEAM's efforts, some companies more actively re-

cruited on their own after a visit by or learning of TEAM. And our Aides' inexprience in follow-up and record keeping, has hampered reporting. ~~etc.~~ Nor can we document all of the favorable quanititave side effects of our work. Nevertheless, we have culled from our Aides' weekly reports and some final reports such data as we have on referrals and placements. ~~to give some picture.~~ The figures are deliberately understated where Aide reports were quantitatively unclear. Thus, where a report shows "a good number", or "several", or "several carloads", or "a truckload", or "some" persons were referred or taken or tested, or applied, or hired, we have given no figure. With these qualifications, placement information is set out below, ~~by~~ county by county.

Abbeville County

Our Aide visited or attempted to visit with plant officials at 7 plants in this very difficult county. Aide's weekly reports of referrals show 25 recorded and "a number" of others, of whom 14 were males and 11 were females. Known placements were 26. The pay rates are unknown but were probably at least the minimum wage requirement of $1.60 per hour. Most referrals and placements were with the Abbeville Mills, a Deering Milliken facility.

Anderson County

Aide weekly reports of referrals show 79 recorded, of whom 24 were males and 55 were females. Known placements were 31. The pay rates are unknown but were probably at least the minimum wage requirement of $1.60 per hour.

The placements are not necessarily the same as persons referred. Follow-up on referrals are inadequate to show more detail such as results, pay and turnover. But those receiving jobs, training, or having taken tests included: ~~The jobs, tests or training involved include:~~

Clerical training referrals	8	(results unknown)
Personnel work	1	(not hired)
Management trainee(finance Co.)	1	(results unknown)
Textile Foreman (up-graded)	1	
Welfare Case worker	1	

Cashier in Supermarket	1	
Fiber chemist	1	
Typist at Technical Education Center	1	
Clerical Referral	1	(not hired)
Clerical	1	(hired for 3 days)

The firms involved include:

7 textile or textile related companies, the Technical Education Center, The MDTA training program operated by the State Employment Service, the Federal Government, 1 finance conpany, 1 supermarket, and 2 Department stores.

In addition, our Anderson County Aide had been involved in a number of other activities, some directly related to textile jobs and training and others more remote, much of which is difficult to evaluate statistically and the effects are largely unmeasurable. These activities include several meetings with relevant local agency representatives (e.g., Mayor, Chamber of Commerce, Human Relation Council and its Employment Committee, State Employment Service, Technical Education Center, Vocational Education, Adult Education, High School principals and counselors) plant visits, seeking applicants (often unsucessfully) for available jobs, developing and attempting to develop (often unsuccessfully) complaints, etc. A copy of our Anderson County Aide's final report is attached (omitted from Field Foundation proposal)

Cherokee County

(omitted from Field Foundation proposal)

A copy of our Aides final report is attached. It shows 279 referrals to 15 firms and 165 known placements, in addition to other activities and results which cannot be stated quantitatively.

Greenville County

A review of the Aide's weekly reports shows: 42 referrals, of whom 17 were males and 25 were females. Known placements were 6.

Referrals were made to 8 textile or textile related firms and to a variety

~~of other firms.~~

of other firms: a machinery company, department store, phone company, transit company(first Negro bus driver), finance company (management trainee) 5 and 10 store, soft drinks sales office and a plastic company(financial reporter).

In addition, our Aide filed complaints on behalf of 13 complainants against 6 firms.

A copy of his final report is attached (not included in Field Foundation proposal).

Largely because TEAM's central office was located in Greenville, TEAM's Director had made some referrals, although the general practice after April 1968, was to refer to the Aide persons who contacted our office for work and for workers. We have made more than 75 referrals from the office including about 50 for higher level work (pay ranges amounting to $80-$150 per week). Most job referrals did not result in placements. The higher referrals included secretarial and clerical employment counselor, claims adjuster, recruiting, and Financial Reporter (Junior level accounting at $100). The firms included Furman University, The State Employment Service and its Youth Opportunity Center, an Insurance company, a Trade Journal (Textile World), a plastics firm, several textile and textile related companies, and Greenville Technical Education Center (TEC), We have placed two persons in TEC's 2 year textile training program (previously all white) after which they can earn at least $6,000 per year. We also placed a secretarial trainee and a drafting trainee in TEC and arranged for necessary financial assistance. We have not succeeded in our attempts to integrate TEC's Board, its Textile Advisory Committee or its staff, particularly counseling, recruiting and teaching. However, TEC did recommend a Negro for appointment to its board (defeated by local politics), has placed about 12 Negroes on various advisory Committees (textile committee excluded) and has interviewed a number of Negroes, including TEAM referrees, for its counseling (about $8,000--M.A.

required) and recruiting ($ 7,000 with B.A.) jobs.

Spartanburg County

A review of weekly reports shows 170 referrals to 17 textile and textile related plants resulting in 8 known placements with pay ranging from $1.60 to $1.90 per hour for an average of $1.68 per hour. A copy of our Aide's final report, which reflects follow-up on referrals, is attached (Omitted from Field Foundation Proposal).

Greenwood County

The Aides selected have functioned only minimally. However, about 25 specific referrals were made by the Director of persons laid off from a garment company to a man-made fibers company in addition to blanket referrals (through churches, organizations, etc.) to that company. The possible rates of pay ranged upward from around $75 per week. However, the results of these referrals are unknown.

Newberry County

Our Aide has functioned only minimally. An employment committee was organized and a complaint has been filed.

Pickens County

Our Aide has functioned minimally.

Union County

This was one of our successful counties as measured by number of jobs. A review of weekly reports from our Union County Aide shows that she made at least 214 referrals including 73 males and 142 females to 13 firms and that 141 are known to have been placed. The pay ranged from $ 1.60 (the vast majority) to $2.50 per hour. In most cases the $1.60 represented the entry level and the worker could expect periodic (usually weekly) raises to about $1.90 and above. Assuming no raises, the average pay of referrees in Union County is

County is $1.74 per hour. The vast majority of the referrals (89) and placements have been to the Union Buffalo Mills complex and the others were sprinkled over 11 other firms. The Jobs run the ~~garment~~ Grant of unskilled semi-skilled and lower white collar levels: spoolers, weavers, doffers, oilers, spinners, pressers, shipping clerks, inspectors, winders, janitors, cleaners, batchers and clerical. In addition our Aide placed a Negro in the local bank's bookeeping department and two Negro sales girls in downtown stores.

Our Union County Aide's report for the period is attached.

Complaints

We have filed approximately 80 complaints of discrimination to the Department of Justice (2-public accomodations; resolved), Manpower Administration of the U. S. Department of Labor (alleged violation of the Fair Labor Standards Act; concluded: companies or employees not covered), on State Employment Service offices (3 all investigated; recommendations made in two), treasury Department (on bank's refusal to hire) and so on. Most complaints, however, were filed to EEOC and most of these are currently under investigation. None have been resolved. Generally, complaints alleged racially discriminatory refusals to hire or promote, segregated facilities, and ~~dispractices~~ disparities in pay and in other working conditions. We have requested one Commissioner Charge and are considering requesting others. Beginning in June, we have complained to OFCC and where jurisdiction appeared to exist in more than one agency (e.g., a government contractor(OFCC—Executive Order 10925 as amended) with more than 25 employees (EEOC--Title VII of the Civil Rights Act of 1964) ~~which~~ who receives another Federal Agency's funds subject to Title IV of the Civil Rights Act of 1964) we have filed to more than one agency. We have also tried to file on behalf of multiple complainants (strength in numbers) against a given respondent whenever possible and when no single employee was willing to file. The latter circumstance also gives rise to commissioner charges.

Other Activities

TEAM has pulled together a great deal of information on civil rights generally in the state and in the counties in which we were interested and specifically on textiles and textile employment, and engaged in a number of related activities. We have goaded agencies to perform their responsibilities, we have done some community organization and we have created some awareness through dissemination of information and through involvement. A few documents are attached which reflect some of these activities.

II. Overall Evaluation

A. There have been many difficulties demonstrated over the past year with the workability of a Federal-private approach. Thus, despite efforts to work together in terms of timing, the timing never quite meshed. The EEOC held its forum in January 1967, and thereafter proceeded with technical assistance visits to some 50 of 100 South Carolina plants prior to TEAM's obtaining a Director. OFCC on the other hand began its compliance reviews on "Big Ten" plants in early 1968. The Department of Justice has sued only one of 20 companies referred to it by EEOC and the consent order obtained in that case in June 1968 (summary attached) while the only definitive procedural guidelines available providing for company action, left much to be desired with respect to its substantive provisions. To date, we have not obtained follow-up information with respect to that order. The OFCC compliance review results and orders have been in negotiation for several months and hopefully will produce definitive procedural and substantive provisions available to community groups to effect dramatic changes in "Big Ten" plants, at least, if implemented vigorously at the community level. Another difficulty is the continued difference of interest between the public and private sectors.

MJ?

The private sector attempts to have a close relationship with the Federal

Sector to obtain the obvious benefits of the relationship while at the same time maintaining sufficient independence to feel free to perform its goading role if and when its performance of that very valuable function becomes necessary. The Federal sector, on the other hand also attempts to maintain closeness with the private sector--but not too close, for fear that it may be knowledgeably goaded or attacked. For example, EEOC indicates a legal inability to state specifics with respect to decided commissioner charges and it's staffers have, on occasion indicated legal inability (and the companies often exercise their prerogative to decline) to state the racial composition of a plant visited. OFCC and the Justice Department are unwilling to be publicly identified with local community persons who might more effectively utilize information and committments obtained. EEOC did not revisit plants to see if specific commitments were being followed through on and these committments were not as freely made available to the community as we would have desired. Due, in part, I think, to the political scene, there seems to have been a slowdoen recently in the vigor with which most Federal Agencies approached civil rights and this seems to be true here, especially with EEOC and the Justice Department. Also, the Federal agencies still tend to respond quickly only in an apparent crisis. For example, a mere threat of direct action (without a complaint) in Greenville brought Department of Labor people within 2 days. But a complaint against the Anderson office brought them in 6 weeks later. A supermarket complaint (see attachment) coupled with a threat of direct action brought in EEOC within about 2 weeks while complaints with no such threat take considerably longer.

Having pointed out some of the difficulties, I think it fair to say that this cooperative Federal-private approach has been fruitful and merits further development. TEAM's relationship with the Federal people at the staff level has produced a relationship and some information which is quite useful to a community-based, affirmative action program--the kind of program which is a sine qua non for af-

PAGE (s) MISSING

TEAM

THE FIELD FOUNDATION
100 EAST 85TH STREET • NEW YORK, N.Y. 10028

Subject
Subject Onion Skin

November 27, 1968

Miss Jean Fairfax, Director
Division of Legal Information & Community Service
NAACP Legal Defense and Educational Fund, Inc.
10 Columbus Circle
New York, N. Y. 10019

Dear Jean:

At a recent meeting the Foundation took up the correspondence we have had from you and Emory Via regarding a continuation of TEAM. We had, also, an opportunity to review the reports you have filed with us of the very impressive work of this project.

The request was for a terminal grant of $20,000 in order to bring the project to a satisfactory conclusion during 1969. We approve this request and our check for this amount will reach you shortly after the first of the week.

If any public announcement of the grant is made we would appreciate receiving a copy.

With best wishes to you, Emory, Mr. Mordecai Johnson, and your other associates.

Sincerely,

Leslie W. Dunbar
Executive Director

LD:la
cc: Emory Via

Best wishes

Over

TEXTILES:

EMPLOYMENT AND ADVANCEMENT FOR MINORITIES

TEAM

MORDECAI C. JOHNSON
Project Director

P. O. BOX 1015
22-A EAST COFFEE STREET
GREENVILLE, S. C. 29602
(803) 239-9877

P.O. 743
Florence, S.C.

Phone (temporary - when I'm there)
(803) 662 - 9670
c/o Jesse E. Johnson Rte 1 Box 175
Effingham, S.C.

Emory —

- Note my address
- Thanx for the article about textile wages.
- Pardon my terseness and "stationery" and "typing" — but you know how 'tis. My mail is catching me & I'm trying to catch up on it.
- The enclosed is the first of a 2 part series.

Mordecai
11/29/68

I've sent a copy of the enclosed to Jean

TO: KASH AND KARRY GROCERY STORE

I understand that this store has almost no black employees and that most groups of workers are all-white.

I PROTEST.

I believe this store should take action to increase the number of black employees in all kinds of jobs, should hire blacks only until it is 50% black and should increase the number of its employees for that purpose

Yours truly,

A Customer

KEEP BLACK SIDE UP

Greenville (S.C.) Piedmont

TEAM

ENVILLE, SOUTH CAROLINA SATURDAY, NOVEMBER 9, 1968

Engaged

Moses Pepper, Jr. of 511 Spartanburg St. announces the coming marriage of his daughter, Betty Jo, to Lurain Yarbrough, Jr., son of Mrs. Helen Yarbrough of 14D Fieldcrest Village. The wedding will take place Dec. 7 at Green Forest Recreation Center.

People And Events

EAST END BIBLE CLASS will meet Monday at 8 p. m. at the home of Mrs. Lucy Williams of 127 Carter St.

MRS. CHARLOTTE HAND and her brother, James, visited her neice and her husband, Mr. and Mrs. Arthur Birdsong in New York City recently.

They also visited other relatives while there. A sister, Mrs. Katie Bowens of Washington, D. C., joined the bands in New York.

Later, the group returned to Washington and spent some time with Mrs. Bowens before returning to their homes in Greenville.

IVY MANSELL of Laurel Drive is recovering from a broken leg at his home.

MRS. LULA MANSELL of Laurel Drive is recovering after a recent illness.

GET WELL CHARITY CLUB will meet in the home of Mrs. Coney Riser of 2C Washington Court Monday at 7:30 p. m. Mrs. Julia Lewis is president.

MRS. CARRIE OWENS and her mother of Mansell Street entertained the Friendship Club [illegible]

TEAM Makes Presence Felt Here; High Level Jobs Not Forthcoming

By SAM ZIMMERMAN

Mordecai C. Johnson, project director for an organization known as TEAM, an abbreviation for "Textiles: Employment and Advancement for Minorities," observed this week after a year's activity here:

"I am satisfied that we have made our presence felt." In a summarizing report on the organization's progress, he described the past year as "an exciting one."

The young attorney had the job of providing a field program in the state and or working with national and regional federal offices to end alleged employment discrimination in the textile industry.

He saw the present picture as "not much better at higher skill levels" in relation to the employment of Negroes in textiles. "Our main success has been in entry level jobs with a slight scattering in upper level jobs."

He estimated that "TEAM has been directly responsible for at least 500 jobs in six counties during five months of instensive community work."

He placed a figure of 1,500 on jobs acquired at a statewide level in a "New Plant Program" during an effort undertaken jointly with other agencies.

MORDECAI JOHNSON

He commented that "the industry still has not hired a single Negro salesman in the entire state despite its 900,000 black people and six senior black colleges."

He wrote in his report that "South Carolina is an underdeveloped country from a civil rights point of view, and this is especially true with respect to textile jobs and training."

In assessing the organization's shortcomings he said, "The program should have been set up for a period of substantially more than one year, and the level of funding should have been higher."

He also complained of a tendency by Federal agencies to act only in apparent crisis.

His overall evaluation of the "cooperative federal-private approach," however, was that it had been "fruitful and merits further development."

In reporting the activities of the aide who worked Greenville County, he stated that "there were 42 referrals, 17 male and 25 females. Six were placed."

Referrals also were made to eight textile or textile related firms, and to a variety of other firms. Included in the number was Greenville's first Negro bus driver.

Also included were a management trainee for a finance company, a five-and-dime store employe and a financial reporter in a plastics company.

Johnson stated that "we are preparing to place community adies in at least five South Carolina counties, three in North Carolina and one in Virginia."

He admits to inadequate data in the fledgling effort, "But," he insists, "we have made a beginning — in knowledge and in techniques; (and) in implied commitments to see a job through."

The report was submitted to the Field Foundation and sponsoring organizations recently.

Community Briefs

Eastern Star

Shekinah Chapter 197, Order of Eastern Star, will meet Wednesday at 5 p.m. at Chappell Hall on Dunbar Street. Mrs. W. L. Mayes is WM.

Prayer Band

The Prayer Band will meet Thursday at 7:30 p.m. at the home of Mrs. Catherine Ratliff at 8 Mitchell St. Rev. A. B. Sherman is founder.

Scouts To Meet

Boy Scout Troop 190 will meet at Mtn. View Baptist Church each Thursday at 6 p.m. Henry Goodjohn is scoutmaster.

Beatitude Tea

Free Will Community Club will have its annual Beatitude Tea along with a fashion show at Mayberry Recreation Center Nov. 17 at 4 p.m.

'Stars,' Masons

There will be a program at St. Paul Baptist Church Sunday at 2:30 p.m. honoring Eastern Stars and Masons. Mrs. Corrie Wilson will be speaker.

A number of singing groups are to take part in the program. They are: the Beeks family, Evangelistic Gospel Singers, Mrs. Carrie Blakely, soloist and the Standard Gospel Singers.

Also, the Chancellor Singers, Ever Ready Gospel Singers, the Christian Travelers and the Youth Assembly. The Gospelettes and the little Edwards sisters are to be special guests.

Leroy Sullivan and Mrs. Julia Lewis will be in charge. Mrs. Mary Greggs and Mrs. Ella Mae [illegible] may have their dinners delivered to them. Tickets also may be obtained from church members. Rev. James Best is pastor.

'Coronation'

BEST COPY AVAILABLE

Team

Legal **D**efense **F**und

NAACP LEGAL DEFENSE AND EDUCATIONAL FUND, INC.
10 Columbus Circle, New York, N.Y. 10019 • JUdson 6-8397

M E M O R A N D U M

December 2, 1968

TO: Allen Black
Mordecai Johnson
Robert Valder
Emory Via

FROM: Jean Fairfax Jean

RE: CONSULTATION ON OUR EMPLOYMENT PROGRAMS
Dinkler Plaza Hotel (my room)
Friday, December 13, 1968
9:00 a.m. - 1:00 p.m.

The morning mail brought a letter from Les Dunbar with the good news that the Field Foundation has given us $20,000 for TEAM. Bob Valder has reported that he has made some productive scouting trips in North Carolina and now has recommendations for target areas and community aides. We are at a point where we need to make some decisions about our Pulp and Paper Project. So, I would like to convene a meeting on employment programs in which we are involved. Since most of us will be in Atlanta for several days beginning December 11, this seems to be a good time.

Rather! Please Note

I would like to propose that we meet in my room at the Dinkler on Friday, December 13, with the following schedule:

9:00 a.m. - 11:15 a.m.	Pulp and Paper Industry Project
11:30 a.m. - 1:30 p.m.	TEAM

I shall try to get a current report on the Dan River agreement. We shall make definite decisions re communities, community aides, budget, program emphasis, coordination, etc.

Please confirm. Thanks.

Emory - I have a date to see Ward McCreedy on Dec 4.

JF/11

Contributions are deductible for U. S. income tax purposes

U.S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
SUITE 540, 1371 PEACHTREE STREET NE.
ATLANTA, GEORGIA 30309

December 13, 1968

Mr. Mordecai Johnson
TEAM
P. O. Box 1015
Greenville, South Carolina 29602

Dear Mr. Johnson:

Through a fortuitous circumstance the Bureau of Labor Statistics came into possession of some extra copies of the 1968 Manpower Report of the President. Dr. Via of the Southern Regional Council suggested that you would have a use for the document. Accordingly, I am enclosing a copy.

I am also taking the liberty of enclosing a catalog of materials available from the Bureau. Should you wish to have any, please let me know.

I should be happy to put your name on our mailing list to receive regular announcements of reports prepared by the Bureau for distribution.

Sincerely,

C. S. Bullock Jr.

Charles S. Bullock, Jr.
Deputy Regional Director

Enclosures

Emory — Thanks. I haven't had a chance to read it completely but my skimming indicates there's good stuff here. We're now in Florence, residing at 209 N. Cait Street, Telephone 662-8211. My office still isn't ready but I have a business mailing address at P.O. Box 743, Florence, S.C. I expect the office to be ready in a few weeks. Meanwhile I'm working from home. Pat Flack is full time with the Ladies Garment

workers here in Florence and going strong. I've seen him since arrival and he has stated that he is no longer available for our project. However, he did suggest other Anderson County persons as possibilities. I'm having lunch with him today.

As you can see, I'm secretary less so I'll be doing a lot of longhand writing and to a lesser extent skipping out stuff for typing.

Working from home presents all its own difficulties, especially with 4 kids cleaning up my papers, practicing their writing, etc., but we'll survive.

Handled my first case here the other nite -- a traffic violation (speeding). It was a radar case with two policemen as witnesses. So while it was impossible to win it, we just plowed in & gave 'em hell. The principle involved is a long standing one in the law: When you've got no case, try the other side. I won the fight against the other side, but they won the case. I suppose my accomplishment was establishing that a new "culud" lawyer is in town and must be dealt with.

I suppose that once I get set up, I'll simply have to get into the Wentworth Strike situation one way or another -- if only to establish my own credibility.

Got a million little things to get done -- get city license, shape up a room etc for my office, finish unpacking & cleaning, etc, etc, etc.

Happy New Year

Mordecai

1/1/69

P. O. Box 743
Florence, S.C.

FLORENCE, S.C.
JAN 2
1969
29501

Note address &
phone in M. Johnson's
letter

Dr. Emory via
Southern Regional Council
5 Forsythe Street
Atlanta, Ga.

File - TEAM

TEAM

Textile Plants Hired More Negroes In 1968

By JIM PARKS
Observer Staff Writer

One in every three new workers hired by the textile industry in 1968 was a Negro, the American Textile Manufacturers Institute said Wednesday.

The industry added 32,500 workers in 1968 and 10,000 were Negro.

Negroes still hold less than 10 per cent of the jobs in the textile industry, the ATMI annual report said. Of the total 984,000 employes, 94,000 are Negro.

The majority of the Negro workers are employed in North Carolina, South Carolina, Georgia and Alabama, an ATMI spokesman said.

The industry also made gains in sales in profits during 1968, but a record level of imports slowed full recovery from the decline of 1967, ATMI president and Fieldcrest Mills chairman Harold T. Whitcomb said.

Sales are expected to reach a record $21 billion, up 10 per cent from 1967, Whitcomb said. Capital investment declined from a high of $1.1 billion in 1966 to an estimated $820 million.

Average wages rose to $2.2 per hour from $2.14 in December 1967 he said.

Profits are expected to be slightly higher than in 1967 but below the 1966 level. Earnings on sales were estimated at three per cent, and earnings on stockholders' equity are running at 8.1 per cent.

"The outlook for 1969 is somewhat clouded by the question of what the government will do to establish reasonable import controls, uncertainty about consumer spending, the possibility of continuing the surtax and policies designed to control inflation," Whitcomb said.

Until the trend of higher imports is reversed, he added, "the textile industry will not be able to realize its full potential."

He predicted that sales will increase in 1969 but profits "will remain under pressure."

Textile prices have remained relatively stable because of modernization of equipment and business methods, he said.

She Fights City Hall By Joining

Associated Press

PATTERSON, Ga. — Mabel Aspinwall believes if you can't beat city hall you might as well join it. She ran for a city council seat and was elected.

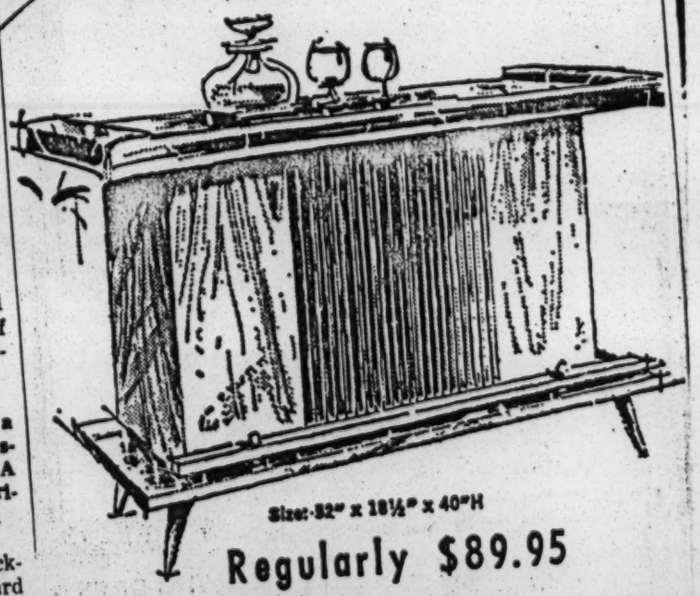
The grandmother of 12, president of the Patterson Garden Club, explained her group had experienced difficulty trying to get "water run here or there."

She said the men apparently didn't understand about flowers and shrubs so she sought a council post to be in a better position to clue them in.

Mrs. Aspinwall prefers not to be pinned down on her age. "I'm in my 60s," she said.

Entertain In Style This Year ...

Christmas delivery guaranteed at Pearlman's!



Size: 32" x 18½" x 40"H

Regularly $89.95

52 Inch Vinyl Padded

$60,499.06

School Libraries Get Cut In Federal Funds

Libraries in Charlotte-Mecklenburg schools have been granted $60,499.06 in federal money to buy more books and audio-visual equipment, school officials announced Wednesday.

The grant, made under Title II of the Elementary and Secondary Education Act of 1965, is half the amount received last year by local schools.

The drop in funds is part of a nationwide cutback in Congressional appropriations of ESEA funds, especially those distributed under the act's Title II.

Most of the Charlotte-Mecklenburg money will go toward purchase of new books, according to the system's library services director, Miss Gertrude O. Coward.

Cabbie's Good Turn Nets Him $250 Yule Tip

December 23, 1968

The Honorable Willard Wirtz
Secretary
United States Department of Labor
Washington, D.C.

Dear Mr. Wirtz:

For more than a year, the Office of Federal Contract Compliance and the Equal Employment Opportunity Commission and several private agencies have attempted to work cooperatively to reduce employment discrimination in the textile industry. Although a number of encouraging success stories could be reported, the employment situation is all too similar to what it was when the combined efforts began. Two elements have been sadly lacking. One is the adoption by any significant portion of the industry of truly affirmative plans for mihority group employment. The other shortcoming has been the failure to provide a level of government originated practical pressure sufficiently high to insure that major companies would seek to comply with the requirements of Executive Order 11246 and the Civil Rights Act of 1964. As you well know, achieving company affirmative action is largely dependant upon making governmental policy directly relevant to the industry's interest.

It had been the plan of the various agencies, including EEOC and OFCC, that the major inducement for compliance would spring from reviews by OFCC and that

Office's requirement of acceptable affirmative plans from the companies. At this point, we understand that reviews have taken place, some companies have been notified that they are in non-compliance, affirmative plans have been requested, but those submitted have been unacceptable. There, the matter seems to rest.

If the Departments of Labor and Defense do not move to the next reasonable step of cancelling and barring contracts, or make that possibility so lively that the companies come forward with acceptable plans and acts, the following will surely result:

1. A loss of job opportunities for people who desperately need them.

2. A further erosion of the faith of a sizeable disadvantaged group in this region in the responsibleness and responsiveness of the Federal Government.

3. A loss of time, effort, funds, and patience, by the Federal and private agencies involved in this joint effort.

4. The placing of an unnecessary blemish on the administration of equal opportunity in employment on the records of two departments which, despite practical difficulties, have made significant contributions in this area.

Our agency in its dedication to the in-fact achievement of equality of opportunity is deeply committed to making our democratic system of government work. We are increasingly aware, as we are sure you are, how important it is to make our laws and regulations relevant to those who most desperately need their protection if the blessings of the system are to be secured.

blessings of the system are to be secured.

What the various agencies have done together has been important. It is especially so because of the situation of the textile industry in our region. In several of our states it provides more manufacturing jobs than any other industry. What the industry and individual companies do, affects the region and specific communities regarding the behavior and attitudes which reach well beyond the matter of employment alone.

It is, we think, a matter of great urgency that the two Departments concerned in this matter act decisively and immediately for the good of our region, for the good of the government, and for the good of those individuals who otherwise will have their rights, hopes, and potential wasted.

Sincerely yours,

Paul Anthony

PA/mv

MEMO FROM THE DESK OF:

Kathy Martin

File - TEAM

Mr. E. T. Kehrer called 1/7/69 and requested another copy of the Field proposal for TEAM. Said to tell you he has a request for this copy from a Textile Workers Union.

Kathy

xeroxed and mailed copy
1/7/69

ak

E. Via

JOHN H. WHEELER, PRESIDENT
JOSEPHINE WILKINS, VICE-PRESIDENT
PAUL R. CHRISTOPHER, VICE-PRESIDENT
CHARLES G. GOMILLION, VICE-PRESIDENT
LUCIUS H. PITTS, VICE-PRESIDENT
RAYMOND M. WHEELER, CHAIRMAN, EXECUTIVE COMMITTEE
JOSEPH HAAS, COUNSEL
PAUL ANTHONY, EXECUTIVE DIRECTOR

Southern Regional Council, Inc.
5 FORSYTH STREET, N. W. ATLANTA, GEORGIA 30303

A Council to attain the ideals and practices of equal opportunity for all peoples in the South

January 17, 1969

MEMORANDUM

TO: Members of the WEAM Board
FROM: Emory F. Via per Jean Fairfax's request.

- o -

We will meet on January 28, 1969 at 9:30 A.M. in the conference room of the Southern Regional Council, 5 Forsyth Street, N. W., Atlanta, Georgia.

It is our intention to plan for the next steps in our joint venture in the light of new funding and recent governmental actions.

Trust you can make this meeting.

EFV/km

Randolph Blackwell - Sou Reg author
Richard Lyle - Reg Urb Leg
Al Kehrer - AFL-CIO RC civ
Courtney Siceloff - Penn (SC)
& Via - SRC
Jean Faubat - Leg Def NY
Mordecai Johnson - SC

7

TEAM

BD

MbRS

2/1/69 TEAM

WINSTON-SALEM JOURNAL

Dan River Contrac. Tests Bias Policy

©New York Times News Service

WASHINGTON — There is maneuvering going on here over the delicate issue of what the federal government will do about enforcing its antidiscrimination policy in Southern mills producing defense materials.

The immediate question is whether the Defense Department is going to deny a $16 million textile contract to Dan River Mills, Greenville, S. C., until the company presents an affirmative action program to integrate its work force.

In some respects, many view, the issue as more significant than school integration.

It is an issue on which all the Negro and civil rights groups are united.

Pattern for Others

What happens in the Dan River case will establish the pattern for at least seven other Southern textile companies which hold defense supply contracts and employ many thousands of white southerners.

The Defense Department had been expected to make a decision Friday, but Labor Department sources said they had been advised that the decision might be deferred until Monday or Tuesday at the latest.

Sen. Strom Thurmond, R-S. C., sent a telegram to President Nixon asking for a delay and a review of the case.

Sen. Edward W. Brooke, R-Mass., also has indicated his interest in enforcement of the antidiscrimination policy.

Brooke's office said it "understood" that the decision will be made a the Department of Defense in the normal process without intervention by higher officials." If there is a decision for enforcement and an appeal to another level, "we expect to stand for strict enforcement," Brooke's office said

A year ago the Labor Department's Office of Contract Compliance began an examination of textile hiring policies in North and South Carolina and negotiations to bring them into compliance with federal regulations. Other companies included Burlington Mills and J. P. Stevens.

Eventually it was decided to focus on one company with a view of facilitating adoption of a pattern that would be applicable to all the mills. Dan River's proposals were unsatisfactory to the Labor Department, but enforcement deadlines were postponed several times.

The Defense Department has been dealing directly with Dan River Mills on the compliance issue since last spring.

The government's policy is based on a 1965 executive order, one regulation of which says that no supply contract, nationally advertised and involving more than $1 million, shall be awarded unless the federal contracting agency determines that the contractor satisfies the affirmative action policy against discrimination.

Affirmative action means that the employer has to recruit, if necessary, to end bias in his plant. Simply hiring a member of a minority group who happens to appear at the plant gate is less than true compliance. The same policy is imposed on unions, some of which have denied apprentice training and membership to minority groups.

Has Alternatives

The Defense Department has several alternatives available in the Dan River case.

It can find that the company's antidiscrimination proposal is acceptable.

It can find that sufficient time for conciliation has elapsed and that the company has not complied. It could grant an additional period of 10 days or two weeks with hard notice that it will lose its eligibility as a contractor.

Although each department is urged to decide its own cases, the Defense Department could refer a case to the Labor Department's Office of Contract Compliance.

In any event, the contract office could overrule the Defense Department if Defense accepts a company proposal that the contract office finds unsatisfactory.

No sanctions can be imposed without a formal hearing, so that if Dan River was barred and raised objections, formal proceedings would be started either by Defense or by the contract office.

N&W Wants to Drop 'Wabash Cannonball'

WASHINGTON (UPI) — The Norfolk and Western Railway asked the Interstate Commerce Commission Friday for permission to drop the storied "Wabash Cannonball."

This was the second attempt by the railroad to drop the train which runs between St. Louis and Detroit.

In reply to the railroad's first petition, the ICC required the train to be kept in operation until September, 1968, despite the railroad claims that it was losing money.

In its new petition, the Norfolk and Western claimed again that it was losing money on the train and urged the ICC to approve its discontinuance.

TEAM

from Kehrer 2/6/69

Marc Kaplan

Textiles may be encouraged to have a formal hearing —

Clarence Mitchell to White House — attempted to soothe his feathers —

TEAM

Thurmond Pressures Nixon

Urges Defense Dept. Award Contract to Unfair Employer

WASHINGTON, D.C. (PAI)—Barely in office a month, the Nixon Administration is under the strongest pressure to let off the hook Southern textile contractors accused of denying equal employment opportunity to minority groups—notably Negroes.

Under an Executive Order issued in 1965 by the Johnson Administration, such contractors are to be denied Federal contracts.

The Nixon Administration now has such a case before it and is being pressured by Senator Strom Thurmond, South Carolina Republican, to reverse an adverse ruling against the non-union Dan River plant in Greenville, S.C.

Thurmond, charging "politics" by the Johnson Administration, already has obtained one postponement of a final decision in the case. There is strong indication that he will get his way in the end, and that Dan River Mills will be ruled eligible for a Federal contract on the grounds that it has changed its employment practices since it was first investigated a year ago.

Final decision on the case is of the utmost importance to organized labor since it can serve as a precedent in what labor has long demanded—that corporations which are habitually found guilty of unfair labor practices under the National Labor Relations Act also be denied Federal contracts which bring them millions in profits.

The precedent-making case burst into the headlines when the Washington Post revealed that Thurmond, a prominent supporter of President Nixon, had asked the Department of Defense to postpone a decision that had been scheduled for January 31.

Thurmond's office declared that the Senator had argued that the case "was designed to embarrass the new Administration" by facing it with an issue brought up by the Johnson Administration.

When January 31 rolled around, there was no decision made public and the only comment that the Department of Defense would make was the following:

"In cooperation with the Equal Employment Opportunity Commission and the Office of Federal Contract Compliance, Department of Labor, the Department of Defense began Equal Employment Opportunity compliance reviews on the textile industries in North and South Carolina in January 1968.

"To date, 65 facilities have been reviewed by Department of Defense Supply Agency specialists. Many significant changes have been brought about since the plant visits.

"There presently is pending a procurement with the major textile contractors. The Defense Supply Agency has been negotiating with these contractors for an acceptable Equal Employment Opportunity affirmative action plan. The Defense Supply Agency has made recommendations to the Department of Defense on this matter. This procurement must be let by February 10. A decision of the equal employment opportunity posture of the companies will be made at that time."

Meanwhile the heaviest kind of pressure is being placed on the Department of Defense official who made the original ruling against Dan River to "review" the case in the light of claims that the company is now in compliance with the anti-discrimination Executive Order.

It is significant that the Department's own statement claims that "many significant changes have been brought about" since the original investigations.

The Johnson Administrative Order, however, goes beyond the mere hiring of Negroes who apply for jobs. Under the order "affirmative action" is called for—that is an employer has to show that he is actively recruiting minority group employees in order to correct discriminatory conditions in his plant.

Meanwhile, conservative Senator Paul J. Fannin, Arizona Republican, has jumped into a similar case—that brought by former Secretary of Labor Willard Wirtz against the Allen-Bradley Company of Milwaukee, Wis. Wirtz eventually signed an order which could bar the company from prime Federal contracts because it had not "actively sought" minority group job applicants.

Fannin placed in the Congressional Record a long article published in "Business Week" opposing the Wirtz ruling. What is involved is the issue of "token" hiring of minority groups for minor jobs in an effort to come within the Executive Order.

2-9-69

2/9/69

The Atlanta Journal

"Covers Dixie Like the Dew"

Since 1883

Jack Tarver, President • Jack Spalding, Editor

Schools: Answers Now?

AT LAST the Atlanta Board of Education has agreed to discuss the report issued four months ago by Better Schools Atlanta. This is progress far beyond surface appearance. This board heretofore has rigidly resisted such public confrontation of the school system's failings.

Perhaps, to use a now-hackneyed expression, a dialogue finally has begun. If so, we may begin to see some real citizen participation in the business of the schools. Toward that end we hope that the board will begin to encourage rather than discourage public participation in its meetings, which have been club-like and forbidding to anyone who wished to raise hard questions. (And some who have raised hard questions have been investigated by school detectives.)

The board will meet with the Better Schools Atlanta group at 4 p.m. Tuesday in the Board of Education's board room on Garnett Street, a block south of City Hall square.

* * *

THE BETTER Schools report, drawing from the school system's own statistics, suggested a number of shocking disparities. To cite only a few:

—The median reading score in Atlanta's black schools (those less than five per cent white) in the fourth grade (as of the fall, 1966) was 2.7. In the eighth grade it was only 3.8. In the white schools (those less than five per cent Negro) the median score was 3.7 in the fourth grade and 9.2 in the eighth grade.

—The median number of textbooks per student in white elementary schools (as of June, 1967) was 16. In black elementary schools it was 10.

—The median value of equipment and furniture (not buildings) per student in black elementary schools (1967-68 school year) was $70. In white elementary schools it was $110.

—Some 44 per cent of the Negro elementary schools had pupil-teacher ratios (as of May, 1968) higher than one teacher for each 29 pupils. Only 14 per cent of the white elementary schools had a ratio that high. The implications of these figures may be mitigated somewhat by other factors, such as special personnel in some of the weaker schools, but the principal discrepancy remains.

* * *

THESE ARE inequities which have not been properly explained. Such explanation as has been forthcoming so far raises more questions than it answers.

We have nothing approximating even "separate but equal" schools. Beyond that, Atlanta must, we believe, answer the question of whether its public schools have a duty to make extraordinary efforts to bring up the achievement levels of weak schools or whether it is good enough simply to apply to them the same effort made in better schools.

This city's future is blighted if it is unwilling to make the effort to provide some equality of educational opportunity and some approximation of standard achievement levels from one quarter of Atlanta to the next. The Better Schools Atlanta report has alerted us to the existing failures. We hope action will follow the new awareness.

bordered by Carnegie Way, Forsyth Street, Williams Street and Fairlie Street.

The library now occupies half of that block. Under the proposal, the remainder of the block would be purchased in two stages during 1969 and 1970 for approximately $1 million.

The board, through Director Carlton C. Rochell, has asked that the money be included in the city's annual $4 million bond issues authorized without referendum in the November 1968 election.

This is a wise and necessary first step. We hope the Board of Aldermen will receive it favorably.

Get On With It

THERE IS talk about the General Assembly's tackling the prison problem during the present session.

We have heard the talk before. Georgia was going to do something about its decrepit prison system just after penologist Joseph Ragen detailed its grave and wasteful ills. That was in 1963.

Since 1963 there have been more prison reform promises than there are peach pits in Fort Valley; so many unrealized ones, in fact, that we have decided not to believe any more promises until we see the promises translated into firm action.

Considering the inept administration of prisons in Georgia at this point, we do not feel optimistic that reform will be carried out even if the General Assembly gets off its upholstered furniture long enough to act. Robert Carter, the prison director, has not proved to be as dynamic a quarterback as Gov. Maddox promised he would be.

* * *

WE JUST do not understand why Georgia insists upon maintaining a prison system in which wayward citizens are further destroyed. Where is the profit in that?

The question of humanity—if you like—can be put aside. Consider instead the question of economics. Perhaps the fact that a poor prison system costs the taxpayer more than a good one will convince some Georgians that it might be sound to pull Georgia prisons out of the 19th Century.

* * *

SOUTH CAROLINA has found it to be so. Our neighboring state is no more impressed by the value of humanism than we are in Georgia, but because of professionals who rammed reform through the legislature, South Carolina prisons are the best in the South. There is no reason for our friends in Columbia to do handstands, but it is a far sight more than we can claim in Georgia.

What is wrong with installing well-paid professionals throughout the prison system? Why do the administrators, usually the wardens and even guards, have to be political creatures? Why should these people not be trained in penology or a related field?

What does it profit the people of Georgia to lodge boys in a sardine can where they learn more about being criminals than they would have on the street? What good does it do you to put first offenders in with hardened criminals who have been known to abuse them sexually, put them on dope, and

'SORRY, NO FREE LUNCH FOR THIS GROUP TODAY, KIDS . . . BUT YOU MAY WATCH TELEVISION DURING LUNCH HOUR.'

AT THE PRESS CONFERENCE

Nixon's Working Trip to Europe Reflects Growing Global Concern

By DAVID LAWRENCE

Washington.

PRESIDENT Nixon's second news conference since his inauguration afforded him an opportunity to make an even more penetrating explanation of his policies than in his first session with newsmen. Again more than 450 of them attended the meeting, and a variety of subjects was covered. The most important was Mr. Nixon's announcement of his plans to leave two weeks hence to visit Brussels, London, Berlin, Bonn, Rome and Paris.

* * *

THE PRESIDENT emphasized that this was to be "a working trip rather than a protocol trip" and that he was "going to discuss, not to propose; for work, not for ceremony."

But already the mere fact that the President feels it desirable so early in his administration to visit Europe was hailed with approval there.

For he recognizes that the peace of the world today depends primarily on the policies followed by European governments. Soviet intentions not only in Eastern Europe and the Middle East but in a second trip to Europe or that a "summit" conference may be held in this country. In the latter case, the head of the Soviet government would, of course, participate.

Naturally, Mr. Nixon chose to make Paris his lengthiest stay because in the French capital he will spend much of his time in conferences about the Vietnam problem. The immediate effort is to secure the withdrawal of North Vietnamese troops from the South so that a beginning may be made in the process of reducing American forces in Southeast Asia.

* * *

APPARENTLY Mr. Nixon believes that, until there is an agreement to diminish military operations, it will not be possible to make political settlements in Vietnam.

Evidently he is hopeful, too, that the Soviets will help to bring peace in Southeast Asia.

* * *

THE PRESIDENT'S views on domestic policies were defined more specifically this time.

He made it clear, for instance, that he does not intend to take arbitrary action on the school desegregation problem, and that he will seek in most cases to negotiate through special representatives an agreement on "freedom of choice" plans to end segregation in public schools.

* * *

WHILE THE NEWS conference Thursday was carried on radio and television, it was held during the morning hours.

If it had been on the air in the evening when there are more viewers and listeners, President Nixon would undoubtedly have strengthened the impression among people generally that he possesses self-confidence and is going about his job in a methodical way.

There is evident a careful effort on his part to avoid the spectacular or dramatic and to reflect a deep concentration on the growing problems of an ever-increasing population.

—(c1969.)

LETTERS TO THE EDITORS:

'Wow! No Wonder We Have to Pay a Surtax'

The Editors: If our state officials, elected and nonelected, would think of ways to economize instead of increasing salaries, pensions and other benefits for themselves, there very possibly would be no need for increased taxes. It seems that all they can think about is some way to feather their own nests.

If we must have a tax increase, then let us put one cent on gas and stipulate that it be used for driver education and more patrolmen and nothing else.

Let us put another one-cent tax on alcoholic beverages and see that it is used for hospitals to treat alcoholics only, being sure to so state on the label so that each drinker will know that he is paying for the help that he is quite likely to need in the years to come, thus relieving his heartbroken family of that problem. Have you noticed that even though we've practically eliminated moonshine whiskey the number of alcoholics is increasing as well as mental and other health problems and accidents caused by drinking alcoholic beverages? As a result of this there are more sad and broken homes.

I found the article listing all the monetary benefits the members of our U.S. Congress get in addition to their salary very informative. Wow! No wonder we're having to pay a surtax. And to think that they and Nixon (did someone say he was a conservative?) have the gall to accept these raises along with those for Cabinet members and justices, while most of us taxpayers don't even make as much as their increases . . . .

MRS. G. W. COLLINS.
Twin City.

✓ ✓ ✓

'Let Convention Write Constitution'

The Editors: . . . No one can deny that Georgia needs a workable constitution. That we do not now have such a document is evidenced by the fact that in every general election the people are called upon to approve amendments of some type, submitted to them through the General Assembly.

It would seem that if the General Assembly were able to formulate a workable constitution it would have done so through amendments over the years. But it has not done so. Why then should we expect it to do so now?

Jesus Christ was crucified, not because of His religious teachings, as such, but because He posed a threat to the vested interests of the religious leaders of His day.

Members of the General Assembly, in drafting a constitution, will be concerned with the same problem. They will be more interested in what it means to them personally than in what it means to the people as a whole. The legislative approach to this matter cannot be justified. The convention route is the only logical way.

Let the General Assembly have no connection with this matter beyond providing for the call of a constitutional convention, the delegates to which will be chosen by all the people in an election called for that purpose. And, let no person now holding office under the present constitution be eligible to serve as a delegate to that convention.

. . .

FELIX O. COX.
Decatur.

✓ ✓ ✓

Would Rescind Auto Inspection

The Editors: Concerning your editorial on automobile inspection fees, I would like to suggest rescinding the inspection requirement. The inspections are generally regarded as a nuisance to both car owner and inspector. Since an adequate inspection is a financial burden to the dealer and service station, the inspection has become a mere formality with little actual safety value. If higher fees were to make possible a more thorough inspection, I still doubt that subtle mechanical deficiencies would be detected. Gross mechanical errors are usually detected by the conscientious car owner who will have them corrected.

For the motorists you mention who would like to "get a solid inspection even if they have to pay a little more," I would suggest they drive to an authorized dealer and pay what he asks. For the motorist who doesn't care what mechanical condition his vehicle is in, I would suggest periodic roadside inspections backed up with a fine system.

WILLIAM F. CLEARY.
Atlanta.

✓ ✓ ✓

'Trash Deplorable In City's Streets'

The Editors: Has anyone noticed the deplorable sights and conditions of our streets in the metro area? Broken glass in large quantities is found in almost every street. Unsupervised children and teens are purposely or unintentionally doing this. The so-called unbreakable throw-away bottles are being used to create driving hazards instead of being put in the trash, and the city doesn't bother to clean up glass after wrecks.

ROBERT COLLINS.
East Point.

GEORGIA'S RESPONSE

Only Shiftless Children Die of Malnutrition?

—The median value of equipment and furniture (not buildings) per student in black elementary schools (1967-68 school year) was $70. In white elementary schools it was $110.

—Some 44 per cent of the Negro elementary schools had pupil-teacher ratios (as of May, 1968) higher than one teacher for each 29 pupils. Only 14 per cent of the white elementary schools had a ratio that high. The implications of these figures may be mitigated somewhat by other factors, such as special personnel in some of the weaker schools, but the principal discrepancy remains.

* * *

THESE ARE inequities which have not been properly explained. Such explanation as has been forthcoming so far raises more questions than it answers.

We have nothing approximating even "separate but equal" schools. Beyond that, Atlanta must, we believe, answer the question of whether its public schools have a duty to make extraordinary efforts to bring up the achievement levels of weak schools or whether it is good enough simply to apply to them the same effort made in better schools.

This city's future is blighted if it is unwilling to make the effort to provide some equality of educational opportunity and some approximation of standard achievement levels from one quarter of Atlanta to the next. The Better Schools Atlanta report has alerted us to the existing failures. We hope action will follow the new awareness.

'Turn Ye Away'

THE MORALITY of the recent events in Worth County must have become clearer Sunday, even for those who have refused to see those events in any such perspective.

Four Negroes attempted to attend the First Baptist Church in Sylvester. A spokesman for the Southern Christian Leadership Conference says whites met them outside the church and after they talked briefly the Negroes went away.

This was not some evil event of Old Testament times, or of the 1940s. This was Sunday.

We wonder what the text for the sermon was.

Library's First Step

NOT LONG AGO there was hope that a $6 million bond referendum could be submitted to voters in the spring of this year for the construction of a modern library facility in downtown Atlanta.

When commenting on what projects he would have liked to accomplish, Mayor Ivan Allen Jr. mentioned a new central library building.

There is little disputing the fact that the existing facility is old, uninviting and inadequate. The main building was constructed in 1900. With a later addition, it occupies 80,000 square feet. In 1968, the library needed 200,000 square feet to approach standards set by the American Library Association. Library officials have been advised that the present facility was not built for vertical expansion.

The talk of a bond referendum for a new building is now focused on 1970. But there is something the city can do to take the first step.

It can approve a resolution recently drafted by the Library Board urging the city to begin acquisition of property now adjoining the central library — planning for the day when a new facility can be built on the block

proved to be as dynamic a quarterback as Gov. Maddox promised he would be.

* * *

WE JUST do not understand why Georgia insists upon maintaining a prison system in which wayward citizens are further destroyed. Where is the profit in that?

The question of humanity—if you like—can be put aside. Consider instead the question of economics. Perhaps the fact that a poor prison system costs the taxpayer more than a good one will convince some Georgians that it might be sound to pull Georgia prisons out of the 19th Century.

* * *

SOUTH CAROLINA has found it to be so. Our neighboring state is no more impressed by the value of humanism than we are in Georgia, but because of professionals who rammed reform through the legislature, South Carolina prisons are the best in the South. There is no reason for our friends in Columbia to do handstands, but it is a far sight more than we can claim in Georgia.

What is wrong with installing well-paid professionals throughout the prison system? Why do the administrators, usually the wardens and even guards, have to be political creatures? Why should these people not be trained in penology or a related field?

What does it profit the people of Georgia to lodge boys in a sardine can where they learn more about being criminals than they would have on the street? What good does it do you to put first offenders in with hardened criminals who have been known to abuse them sexually, put them on dope, and terrorize them?

What good is a prison system that is almost totally custodial? And even at that, primitive and barbaric.

We shame our state by maintaining a prison system that deals so extravagantly in inhumanity. And we suffer in our purse by maintaining a prison system that fails to make functioning, contributing citizens of those who have offended the law.

Finch Muddles Again

SECRETARY Robert Finch of Health, Education and Welfare is muddling along again.

After his initial order giving an extraordinary break to five Southern school districts which have been resisting desegregation requirements, he seemed to be clarifying. He emphasized that "freedom-of-choice" would not be acceptable as a subterfuge for avoiding desegregation. Then President Nixon made a forceful statement to the same effect.

Now, however, Secretary Finch is again singing to the tune of those who have defied the law. He says the Nixon administration will do things differently on enforcement. The Johnson administration, he says, was arbitrary and harsh in its enforcement.

No unbiased examination of the Johnson administration's record on school desegregation could substantiate such an opinion. If Secretary Finch means that occasionally there was a judgment that could be faulted, he is right. If he means the Johnson administration was really tough on school desegregation, he is being absurd.

So it appears we are back where we started with Secretary Finch. He will enforce the law, he says; but past moderate enforcement seems awfully arbitrary and harsh to him.

And Strom Thurmond has cause to cheer again, and to stand on his head, or to stand on Secretary Finch's.

By DAVID LAWRENCE

Washington.

PRESIDENT Nixon's second news conference since his inauguration afforded him an opportunity to make an even more penetrating explanation of his policies than in his first session with newsmen. Again more than 450 of them attended the meeting, and a variety of subjects was covered. The most important was Mr. Nixon's announcement of his plans to leave two weeks hence to visit Brussels, London, Berlin, Bonn, Rome and Paris.

* * *

THE PRESIDENT emphasized that this was to be "a working trip rather than a protocol trip" and that he was "going to discuss, not to propose; for work, not for ceremony."

But already the mere fact that the President feels it desirable so early in his administration to visit Europe was hailed with approval there.

For he recognizes that the peace of the world today depends primarily on the policies followed by European governments. Soviet intentions not only in Eastern Europe and the Middle East but in Asia are a matter of global concern.

* * *

THE PRESIDENT will have a chance to talk informally with leaders of Western European governments on some practical programs involving a unified effort on both military and economic questions.

He prefers to get an agreement with America's allies before talking directly with the Soviet chief of state.

* * *

HINTS WERE given by the President that he might make a second trip to Europe or that a "summit" conference may be held in this country. In the latter case, the head of the Soviet government would, of course, participate.

Naturally, Mr. Nixon chose to make Paris his lengthiest stay because in the French capital he will spend much of his time in conferences about the Vietnam problem. The immediate effort is to secure the withdrawal of North Vietnamese troops from the South so that a beginning may be made in the process of reducing American forces in Southeast Asia.

* * *

APPARENTLY Mr. Nixon believes that, until there is an agreement to diminish military operations, it will not be possible to make political settlements in Vietnam.

Evidently he is hopeful, too, that the Soviets will help to bring peace in Southeast Asia.

* * *

THE PRESIDENT'S views on domestic policies were defined more specifically this time.

He made it clear, for instance, that he does not intend to take arbitrary action on the school desegregation problem, and that he will seek in most cases to negotiate through special representatives an agreement on "freedom of choice" plans to end segregation in public schools.

* * *

WHILE THE NEWS conference Thursday was carried on radio and television, it was held during the morning hours.

If it had been on the air in the evening when there are more viewers and listeners, President Nixon would undoubtedly have strengthened the impression among people generally that he possesses self-confidence and is going about his job in a methodical way.

There is evident a careful effort on his part to avoid the spectacular or dramatic and to reflect a deep concentration on the growing problems of an ever-increasing population.

—(c1969.)

Lou's News

By LOU ERICKSON

Monday predictions: Students at largest university will burn every building and cover campus with concrete.

Alumni will boast their alma mater is the only university in nation with adequate parking facilities for students.

* * *

Peace will break out over entire world.

The United Nations will immediately call the Security Council into emergency session to meet the crisis.

* * *

A jumbo jet will create havoc at Atlanta's crowded airport.

A wingtip will snag a corner of the passenger terminal and carry it to 38,500 feet.

increases . . . .

MRS. G. W. COLLINS.
Twin City.

✓ ✓ ✓

'Let Convention Write Constitution'

The Editors: . . . No one can deny that Georgia needs a workable constitution. That we do not now have such a document is evidenced by the fact that in every general election the people are called upon to approve amendments of some type, submitted to them through the General Assembly.

It would seem that if the General Assembly were able to formulate a workable constitution it would have done so through amendments over the years. But it has not done so. Why then should we expect it to do so now?

Jesus Christ was crucified, not because of His religious teachings, as such, but because He posed a threat to the vested interests of the religious leaders of His day.

Members of the General Assembly, in drafting a constitution, will be concerned with

For the motorists you mention who would like to "get a solid inspection even if they have to pay a little more," I would suggest they drive to an authorized dealer and pay what he asks. For the motorist who doesn't care what mechanical condition his vehicle is in, I would suggest periodic roadside inspections backed up with a fine system.

WILLIAM F. CLEARY.
Atlanta.

✓ ✓ ✓

'Trash Deplorable In City's Streets'

The Editors: Has anyone noticed the deplorable sights and conditions of our streets in the metro area? Broken glass in large quantities is found in almost every street. Unsupervised children and teens are purposely or unintentionally doing this. The so-called unbreakable throw-away bottles are being used to create driving hazards instead of being put in the trash, and the city doesn't bother to clean up glass after wrecks.

ROBERT COLLINS.
East Point.

GEORGIA'S RESPONSE

Only Shiftless Children Die of Malnutrition?

By REESE CLEGHORN

A CONGRESSIONAL opponent of better food programs sent a letter last year asking local health officials whether their counties had "serious hunger." All but one of the 22 replies from Georgia counties indicated that any malnutrition that existed could be blamed on "unwillingness to work" or "personal decisions" by the poor.

The ignorance and callousness reflected in those assessments suggest the distance Georgia has to go to do its job in public health. Georgia, governmentally speaking, is often behind the most backward nations in the world. Can anyone imagine such assessments by officials of the government of, say, Indonesia or Ghana? They are far behind, but their health officials would hardly deny the existence of easily observable malnutrition or blame it simplistically on unwillingness to work or "personal decisions," thus relieving themselves of any obligation to bother with the problem.

The one Georgia official who gave a generally perceptive response to the leading questions from the congressman was Dr. Wayne Yeager, health director of the smallest Georgia county, Echols. He reported hunger and "insidious marginal subnutrition," and he added:

* * *

"THE BULK OF the abnormalities are manifested in subtle signs and symptoms. It should be enough to say there is much more malnutrition than is visible to the careless observer." He added:

"It is inaccurate and somewhat cynical to pass judgment on the overall nutritional status of people in this area based on gross observation. You are correct in stating that many Americans suffer from an improper diet, and it is a problem of education and of personal decisions.

* * *

"THE TROUBLE is that it is most difficult to educate a poorly motivated, half-starved, under-nourished citizen. It is also not practical to expect good, sound decision-making in individuals who are getting by nutritionally on enriched starches and low-protein intake."

A national citizens' board of inquiry last year reported shocking conditions of malnutrition. It listed 47 Georgia counties as "emergency hunger counties" where permanent damage done to children and adults by malnutrition is widespread.

Some of the most shocking findings were related to the infant death rate in the first months of life. "Post-neonatal" is a term applied to the period between an infant's first month and the end of his first year. Georgia has a serious post-neonatal death rate, largely related to malnutrition. In Clinch County, for instance, the death rate in the post-neonatal period among Negroes is 45.6 per thousand (compared with a national average of 17.3).

It remained for a national commission to report this. Many of Georgia's local health officials could not (or would not) see it, or explained it away. Georgia's legislature seems uninterested. So does its congressional delegation.

* * *

THE NATIONAL COMMISSION was headed by Leslie Dunbar, director of the Field Foundation, and Dr. Benjamin Mays, retired president of Morehouse College. Its findings have been strongly resisted by some agricultural interests, which fear changes in the federal food programs which would direct them more toward solving the problems of malnutrition and less toward solving the problem of agricultural surpluses.

Now, however, the commission's report has led to the establishment of the Senate Select Committee on Nutrition and Human Needs, headed by Sen. George McGovern. Its first hearings have resulted in evidence which Sen. McGovern rightly called "a moral outrage."

* * *

THE COMMITTEE has heard testimony that the U.S. infant mortality rate is the world's 13th worst, placing us behind most of Europe and, for instance, Japan; that malnutrition is so widespread it constitutes "a danger to the nation;" and that such nutritional diseases as rickets and goiter, once widespread in the South but assumed to have been wiped out decades ago, are being found again.

What is the evidence that Georgia's health officials fail to find, or accept as of little importance? A team of doctors that made a study in Mississippi for the Southern Region Council in 1967 reported:

* * *

"MALNUTRITION WAS not quite what we found. The boys and girls we saw were hungry—weak, in pain, sick. They are suffering from hunger and disease and directly or indirectly they are dying from them—which is exactly what starvation means."

So call it simply malnutrition or call it starvation. It is not hard to discover.

The McGovern committee now is seeking congressional approval to extend its work, with additional funds to further survey the problem of hunger in the world's richest country. It will be interesting to see whether Sens. Richard B. Russell and Herman E. Talmadge lend their influence to help with this or whether they try to block the way. They represent a state with dire problems of poverty and malnutrition but which, like most of Dixie, has tried to "look away."

2-15-69

Defense Dept. Yields On Textile Contracts

The Defense Dept. decided not to cancel multi-million dollar contracts with three big southern textile firms despite findings by a government agency that the companies had discriminated against Negroes and refused to take "affirmative action" to remedy the discrimination.

South Carolina's Sen. Strom Thurmond, the former Dixiecrat turned Republican, had strongly protested the proposed cancellations in a telegram to Pres. Nixon. Thurmond was a key supporter of Nixon at the GOP national convention and during the presidential campaign.

One of the firms involved was J. P. Stevens & Co., notorious for its union-busting policy involving wholesale firings of union supporters and repeated violations of federal labor law.

Also involved were South Carolina plants operated by Burlington Industries and Dan River Mills.

The Labor Dept.'s Office of Federal Contract Compliance, which is charged with enforcing the executive order barring companies which discriminate from receiving

(Continued on Page 10)

AFL-CIO News 2/15/69

Southern Mills Get U.S. Orders Despite Bias

(Continued from Page 1)

government contracts, had found the textile firms in violation of the federal policy.

Deputy Defense Sec. David Packard, however, said he has reviewed the case and obtained "personal assurances" from the heads of the companies that they would take steps to provide equal opportunity for Negro workers.

The Labor Dept. contract compliance office said it wasn't consulted about Packard's decision and would like to know just how specific the "assurances" were and what they covered.

The agency's acting director, Ward McCreedy, said: "Those must have been rather spectacular agreements for them to award the contracts based on what I know of the case." He said he will ask the Defense Dept. for "a full report."

In a related area, Labor Sec. George P. Shultz has before him a report from the contract compliance office that the Allen-Bradley Co., a Milwaukee electronics manufacturer, has refused to take steps to remedy discriminatory employment policies.

The decision on whether to disqualify the firm from government contracts was left by former Labor Sec. Wirtz to his successor.

ATLANTA JOURNAL-CONSTITUTION
SUNDAY, FEBRUARY 16, 1969

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Packard's 'Assurances'

DAVID PACKARD, the deputy secretary of defense, had a phenomenally successful business career before accepting his federal appointment. We would bet that he did not do it with the kind of judgment he has just applied in the case of three big textile contracts.

Mr. Packard approved federal contracts totaling $94 million for J. P. Stevens and Co., Burlington Industries and Dan River Mills, which federal officials earlier had found to be guilty of racial discrimination in their mills. Mr. Packard said he was going ahead with the contracts because of "assurances" from these mills.

* * *

THESE THREE firms are among eight big Southern textile firms whose employment practices have been under review. What will be done in the case of the others remains to be seen.

But Mr. Packard's hasty action is likely to undercut a good bit of groundwork that had been done to assure employment opportunity in an industry that often has been notable for lack of social responsibility and discrimination. What the "assurances" were is not clear. But the Department of Labor's office of federal contract compliance obviously is not convinced. It questioned award of the contracts.

* * *

IF THIS is the way the Defense Department now will handle these matters, we are leaping backward to an earlier period when the government relied upon unofficial, voluntary industry efforts to bring an end to employment discrimination. It simply did not work; or, rather, it worked only with industries which were especially cooperative.

The expenditure of federal money in plants that discriminate racially is a violation of the law. So far, it has not been accepted practice to ignore violations if there are "assurances" they will not continue. If this is to be the Defense Department's practice, we wonder whether it also will be the Justice Department's. Has anyone sought "assurances" from, for example, the Mafia or known labor racketeers? We could save a lot of money on law enforcement if so.

Mordecai Johnson

JOHN H. WHEELER, PRESIDENT
JOSEPHINE WILKINS, VICE-PRESIDENT
PAUL R. CHRISTOPHER, VICE-PRESIDENT
CHARLES G. GOMILLION, VICE-PRESIDENT
LUCIUS H. PITTS, VICE-PRESIDENT
RAYMOND M. WHEELER, CHAIRMAN, EXECUTIVE COMMITTEE
JOSEPH HAAS, COUNSEL
PAUL ANTHONY, EXECUTIVE DIRECTOR

Southern [redacted] Inc.
5 FORSYTH STREET, N. [redacted] 30303

A Council to attain the ideals and practices of equal opportunity for all peoples in the South

February 18, 1969

P. S. We're in the office now But should still be written as before at P.O. Box. Can be visited at — 354-A North Dargan St. Telephoned at — (803) 669-1891

M

Mr. Mordecai Johnson
TEAM
P. O. Box 743
Florence, South Carolina

Dear Mordecai:

I'm sending this not for you to consider personally, but because you may know of a prospective candidate and because I know you would be interested in keeping up with this kind of activity.

Pardon the usual informality

Will catch you up shortly on various attempts to move Department of Defense in helping with existing Executive Orders.

Sincerely,

Emory

Emory F. Via, Director
Labor Program

EFV/km

Enclosure

Emory — I assume this has been sent to Howard and other black schools -- especially those with a law school -- so I'm keeping mine on info. As you know, black lawyers are scarce & come high. But that should be no bar to SRC seems exciting. Wish I were a half dozen people.

Mordecai

...manage out
of your paycheck that I used
to!" 2-23-69

Thurmond Gets Pentagon To Wink at Unfair Bosses

NEW YORK, N.Y. — Action of the Department of Defense in granting contract awards to the Dan River Mills in South Carolina, Burlington and J. P. Stevens, accused of employment discrimination against Negroes, has brought a strong protest from the Textile Workers Union of America and the Leadership Conference on Civil Rights.

The TWU statement declared the union was particularly concerned because the Department has accepted a "promise" by the companies that they would take "affirmative action" in the future in seeking out minority groups for employment.

"In our view, to award government contracts to companies on the basis of promises, rather than performance, is hardly a sound policy and does little to promote the welfare of those who suffer from discrimination," the statement said.

"It is also extremely disturbing to note the role of Senator Strom Thurmond in this connection. If political influence by Senator Thurmond is to extend to this high level and if he is to be granted what amounts to veto power in matters of this area, it will have a profound impact upon the Negro community throughout the nation."

Roy Wilkins, chairman of the Leadership Conference on Civil Rights, also wired President Richard M. Nixon, urging him to direct a review of the textile awards to the three firms with long histories of discrimination in employment.

Wilkins said the awards called "for the most searching concern."

The AFL-CIO has long advocated a ban on government contracts to firms like J.P. Stevens, which are persistent and willful violators of the law, maintaining the denial of employment to workers on the basis of their pro-union sentiments to be just as blatant a violation of their civil rights as to deny them employment because of color, creed, or national origin.

RWDSU 2/23/69

'ed

February 26, 1969

Mr. Mordecai C. Johnson
P. O. Box 743
Florence, South Carolina

Dear Mordecai:

Thanks for sending the copy of your letter to Hollings. It seems to me it struck the right note.

Sincerely,

Emory F. Via
Director
Labor Program

EFV/km

March 17, 1969

Mordecai C. Johnson
Attorney at Law
P. O. Box 743
Florence, South Carolina

Dr. Emory Via
Director of the Labor Education Program
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia

Dear Emory:

Thanks for the BLS Bullentin # 1578.

You may be interested in knowing that the South Carolina Industrial Directory for 1968-69 compiled by the South Carolina State Development Board, Columbia, South Carolina is now out, cost $7.50.

Sincerely yours,

Mordecai

Mordecai C. Johnson
Attorney at Law

MCJ/gg

cc: Mr. Valder
Mr. Black
Mr. Siceloff

Make Copy for Team Folder

Manpower: Professional, Technical, Mgt.

TEAM

Wallen Charges Two Antipoverty Agencies Won't Compromise on Duplicating Programs

By RICHARD SEVERO

Saul Wallen, the president of the New York Urban Coalition, yesterday accused two antipoverty agencies of refusing to eliminate programs that duplicate and overlap one another.

Mr. Wallen said that neither the Manpower and Career Development Agency nor the State Employment Service "have shown a willingness to engage in meaningful negotiation and compromise on the subject of reconciling their programs to avoid duplication."

His remarks were made before a subcommittee of a special City Council committee investigating the effectiveness of welfare and antipoverty programs in New York City.

The Manpower and Career Development Agency is a subdivision of the Human Resources Administration, the superagency that runs the city's welfare and antipoverty programs. The development agency has received $30-million in the capital budget to set up centers for vocational counseling, skill training and the placement of unemployed poor people.

Sides Held Intractible

Mr. Wallen said that the Urban Coalition "general favors the idea," but added it thinks the program should be implemented "only if the city and the State Employment Service, which is creating a competing and overlapping manpower system of the same type, consent to coordinate their programs and to eliminate overlapping by consultation with a manpower policy planning committee, to consist of government and private agencies. . .

"Both M.C.D.A. and the State Employment Service have been intractible," Mr. Wallen told the councilmen.

The State Employment Service had no immediate comment. A spokesman for Cyril Tyson, the commissioner of M.C.D.A., issued a statement denying that either the development agency or the State Employment Service were "intractible."

"It is true that there have been differences of opinion about the extent of the State Employment Service's participation in the regional manpower system," the spokesman said, "but these are actively being resolved by M.C.D.A. and S.E.S."

Seventeen persons either spoke or presented statements to the subcommittee, which conducted a day-long, sometimes highly emotional hearing.

As the proceedings were about to start, Councilman Theodore S. Weiss, Democrat of Manhattan, the subcommittee chairman, complained that although Federal officials were invited, none chose to attend.

Robert H. Finch, Secretary of the Department of Health, Education and Welfare, reported that he would not be present because he had to make an appearance before a committee of the United States Senate, Mr. Weiss said.

According to Mr. Weiss, Daniel Patrick Moynihan, a special assistant to President Nixon who specialized in urban problems, did not respond to his invitation.

"Welfare is a national problem," Mr. Weiss said. "What we are doing here is being watched by other major cities with similar problems. The conclusions we arrive at and any changes we make in the welfare structure will have far-reaching effects. For these reasons, I cannot understand why no Federal spokesman is present."

Mr. Weiss added that either Mr. Finch or Mr. Moynihan could have sent substitutes.

At one point, Mr. Weiss had to warn those who testified against using profanity, since their testimony was being broadcast by the city radio station WNYC.

Nicholas Kisburg, the legislative director of Teamsters Joint Council 16, criticized the Human Resources Administration by saying: "Trying to help the poor through H.R.A. is like trying to help sparrows by feeding horses."

Mr. Kisburg referred to Human Resources Administrator Mitchell I. Ginsberg as "a great punjab" who was permissive on the question of illegitimacy and fathers who illegally abandon children.

He called for the replacement of both Mr. Ginsberg and Jack R. Goldberg, the welfare commissioner, by "administrators who will not think that work is a Protestant fetish or a Calvinist shibboleth, welfare administrators who will not think that the transient, consensual union and its illegitimate births is just as desirable as stable, legal marriages and legitimate births. . ."

A Black Consulting Firm Finds Management Jobs for Negroes

Bates College Group Concluded Service Would Be Useful

By DAMON STETSON

Five Negro graduates of Bates College, in Lewiston, Me., have established a management consulting firm that is placing minority group members in executive positions with some of the nation's top corporations.

The founders of the firm with offices here and in San Francisco had concluded on the basis of their own experiences after graduation that there was a dearth of services in the business community for recruiting qualified black executives and for assisting companies in the creation of policies and working environments favorable to the employment of minorities.

David O. Boone, the 31-year-old president of the firm, Boone, Young and Associates, had worked in sales and marketing for Sears, Roebuck & Co. and the International Business Machines Corporation.

●

"I kept running into company officials in my sales work who would ask if I knew of some minority-group guy that they could hire," he explained. "And I also ran into a lot of [black] individuals who weren't happy in their situations or were underemployed and looking for a chance to move up."

Mr. Boone, who lives in Dumont, N.J., and has been active in the Fair Housing Council in Bergen County, also realized that the black executive needed "sophisticated consultative guidance to help him reach the decision-making level as rapidly as possible."

A year ago Mr. Boone discussed his idea with three of his college friends: William A. Young III, who was serving as a capital projects administrator at the General Foods Corporation; Dennis Tourse, then a student at Harvard Law School, and Frederick A. Drayton, who was with the United States Department of Labor in Washington.

●

"It was a lot of fun," Mr. Boone said later of the nights that the group spent planning the firm. "And we got a generally receptive and friendly reaction." Equally important, they raised $100,000 from banks and private sources, and opened offices at 551 Fifth Avenue last August.

Mr. Boone is president and chairman and Mr. Young executive vice president and secretary - treasurer. Mr. Tourse and Mr. Drayton are vice presidents. John Douglas, another Bates alumnus, who is currently doing graduate work at Santa Clara University, is also a vice president and is running the firm's newly opened branch office in San Francisco.

"We're trying to provide more than executive search services," Mr. Boone said in an interview. "We don't want to be just an employment service."

●

As a consequence, he explained, the firm, its account executives and consutants are meticulous in seeking to find just the type of person with the precise qualifications that a client firm is seeking.

"Rather than send 15 propects," Mr. Boone said, "we want to be able to send the one man who will be the one the client will hire."

Clients must also be chosen carefully. "We have to weed out the companies we can't work with," he said. "If all they want to do is give lip service to hiring blacks, we're not prepared to work with them."

●

At present, however, the firm is dealing with more than 40 client companies, including several of the nation's largest. Most of the firm's placements to date have been at the $10,000 to $25,000 salary level, but the company is currently looking for a man with top flight executive qualifications for a $60,000 a year position.

The firm recently located an executive vice president at $20,000 a year for a new food franchise company that wanted a man strong in financial management. The man the firm found was working on the corporate control staff of a large corporation, but he wanted to become associated with a smaller concern.

●

In a reverse situation, a large New York corporation wanted an engineer. The consulting firm located a young engineer in Wichita, Kan., who had just the qualifications. The corporation brought him to New York for an interview, hired him and paid his relocation expenses.

One of the key objectives of Boone, Young and Associates is to assist corporations in providing positive environments in which minority group members can work and advance.

"It would be foolhardy, indeed," Mr. Boone said, "for a firm to search for, locate, hire, and train a qualified individual only to lose him in a few months because the environment in which that person is asked to work leaves much to be desired."

TEAM

March 21, 1969

Mordecai C. Johnson
Attorney at Law
P. O. Box 743
Florence, South Carolina

Mr. William Lowden
Route 2
Belton, South Carolina 29627

Dear Tommy:

I understand that Mr. John Cauthen, Executive Director of the South Carolina Textile Manufacturing Association in Columbia at 900 Assembly Street telephone 252-6315, has recently stated that to his knowledge, the industry wants black executives but simply can't find them.

You may wish to contact Mr. Cauthen about specific executive positions in specific companies and plants and apply. I'm not at all sure what the results will be but I thought it might be worth a college try.

Sincerely yours,

Mordecai C. Johnson
Attorney at Law

MCJ/gg

cc: TEAM's Board
Mr. Valder
Mr. Blacl

TEAM

March 26, 1969

Mordecai C. Johnson
Attorney at Law
P. O. Box 743
Florence, South Carolina

Honorable Ernest F. Hollings
U. S. Senator
Washington, D. C.

Dear Senator Hollings:

I have read with interest the newspaper reports of a speech you made recently in which you are quoted as saying that the textile industry of South Carolina is now 17 per cent black.

Please send me the documentation and source for your statistics.

Sincerely yours,

Mordecai C. Johnson
Attorney at Law

MCJ/gg

TEAM

March 26, 1969

Mordecai C. Johnson
Attorney at Law
P. O. Box 743
Florence, South Carolina

Mr. John K. Cauthen
Executive Director
South Carolina Textile Manufacturing Association
900 Assembly Street
Columbia, South Carolina

Dear Mr. Cauthen:

I have read with interest your press statement in which you are quoted as follows:

> Cauthen cited statistics that showed there are about 6,000 Negro females employed in the state's textile labor force of about 140,000 persons. He also said that of the total number of persons employed in the textile industry in the state, about 20 per cent are Negro males or females.

Please send me the document which formed the basis for your statistics.

Sincerely yours,

Mordecai C. Johnson
Attorney at Law

MCJ/gg

BURLINGTON INDUSTRIES COMPLIANCE PROGRAM

26 March 1969

I. Each plant must maintain on a regular basis a plan that will analyze current compliance status and which will show specific goals with timing for improvement where necessary. Analysis will be directed to recruitment (flow and mixture of applicants), selection, placement, training of new employees, upgrading, promotions, transfers and training necessary for upgrading. This plan must be formally submitted to division management within 60 days indicating projections for the coming six months and each six months thereafter with the accomplishments, versus goals for the prior period.

II. A. We will continue to periodically advise in writing our employment sources of our policy on Equal Employment Opportunity and state positively the company's interest in referral of minority group applicants. Recruitment sources will vary at different locations but will include State Employment Service and local High/Vocational Schools. Extra efforts will be made to develop additional sources of recruitment when analysis indicates that flow of minority group applicants is not consistent with availability in the plant community. A record will be kept of these contacts.

B. In approximately 60 days, an estimate will be reported to your division office of the approximate number of new hires that will be made during the six months period starting 1 April 1969 at each plant facility. These figures will be broken down into minority group male, female, and of course should take normal turnover as well as expansion into consideration. These statistics will enable facility personnel to plan effectively for a responsive recruitment program. This estimate will be updated for each six months.

C. In a regular monthly report that need only be kept at the plant level, but should be distributed throughout top plant management, information will be incorporated into our normal Personnel reporting procedure which will cover the wage applications in our active file by total number and broken down by race, sex, and where applicable, source of recruitment application. This source will show drop-in, state employment office, school referral, etc. Particular attention will be directed toward the establishment of minority female applicant resources. Since E.O. 11246 and Title VII forbid the applicant's race to be shown on the application, each plant should institute a separate "application log" that will include race information.

D. Each plant shall develop a set of minimum standards for employment. These would include, but not necessarily be limited to, height, weight, visual acuity, physical condition, color vision, educational level, etc. These standards will be determined jointly by the department managers, personnel manager, training supervisor, and industrial engineer and will be as realistically related to the requirements of the job as it is possible to make them based on the professional judgment, skill and experience of those making the determination.

E. Qualifications other than physical characteristics - such as distance of residence from the plant, number and age of dependent children, marital status, etc., will be empirically validated as well as possible to show that the requirements would predict attendance, stability, punctuality, etc.

Mental, aptitude, and dexterity testing standards may also be used in the employment procedure so long as these are standardized tests properly validated against job requirements or for which validation studies are in process. Only those tests and standards recommended by Central Personnel or by a professional psychologist who assists the plant or division in validation studies are to be used. Approval of the psychologist must be sought from

Central Personnel before a plant or division retains such an individual.

F. All hiring standards must be reduced to writing and must be free from any elements that would screen out minority group applicants in a discriminatory manner.

G. Recognizing that a changing labor market can necessitate changing minimum standards, it is required that any plant desiring to adjust a given standard or set of standards, either upward or downward, request such adjustment from division management providing with the request statistics that substantiate that the standard is passing or failing an unrealistic number of applicants.

H. Each location will develop specific goals and timetables for the prompt achievement of full and equal employment opportunity. Each location will maintain record of new hires by race and job classification. These statistics will be monitored periodically by Division compliance officer to determine that goal objectives are being accomplished.

1. Within approximately 60 days complete analysis of hiring practices for the past year to determine whether equal employment is being afforded in all job classifications. Future analysis will be made periodically each six months thereafter.

2. Based upon completion of the analysis, establish within ten days thereafter minority group hiring goals for each job classification where minority group representation is not consistent with their availability in the hiring area/community. Goals will be established for a six-month period and projected for each six months thereafter.

I. Each location will develop, every three months, an evaluation of the implementation of corporate policy on recruitment and hiring. This report will reflect the number of applicants by race, sex, and where possible, by recruitment source that have applied during the previous three months and the actual new hires during that same period by race, sex, and job classification.

A summary of this analysis will be a part of the corporate report to be submitted on a three month basis to DCASR, Atlanta.

III. A. Each plant will develop within approximately 60 days a table of job classifications identifying very briefly the principal duties and appropriate pay ranges. From this information an up-to-date system of charts which clearly define job progressions will be maintained for appropriate plant areas.

B. The company's policy and practice is to promote and transfer employees consistent with qualifications, without discrimination, and in conformance with our

corporate seniority policy. In keeping with this, the following will be implemented at each location:

1. The company will establish a list of employees by NAME, RACE, SEX and date of hire, who occupy jobs which have a majority of Negroes, and who were employed in such jobs on or prior to 31 December 1967. This list will reflect employment as of 31 March 1969 and will be developed by facility.
2. A review board composed of the shift supervisor, department manager and the personnel manager will review the list provided in B 1 above to determine those individuals who have potential for higher level jobs.
3. The company will make its best efforts to provide promotional opportunities for those identified as a result of B 2 above.
4. As part of the plant's compliance program, an appraisal will be updated on a monthly basis of the numbers of minority and white employees in each job category. Special attention will be given to any category where there is not a proportionate representation of minority employees.
5. It shall be a function of each plant's affirmative action program to seek out

the employee who is felt to have further potential for advancement either with his current abilities or with some additional training in skill, basic learning, or attitude. Special effort will be made to move these individuals up the line of promotion.

6. As a part of the total program, after reasonable identification of those employees who are believed to have additional potential for growth and further responsibility, the plant management through the supervisors will assess on a six-month basis the projections of promotable employees against the probable openings at each level of semi-skilled or skilled work in the plant. Utilizing this background information, appropriate goals and timetables for upgrading minority and white employees according to a reasonable relationship will be established.

7. We will follow our continuing policy of not adversely affecting an employee's standard hourly or base rate during training.

8. Every effort shall be made to utilize present employees from whatever area they are currently employed in the plant in more advanced skills jobs before we try to fill vacancies with new employees.

9. It must be clearly determined that promotional standards that are being used such as height, weight, educational level, experience factors, previous employment record, etc., will be correlated to actual job requirements and are applied in a manner that does not permit discrimination by race. Standards will be no higher than the lowest standard used to elevate white employees.

10. Develop on a quarterly basis an evaluation of the implementation of this policy. Utilize the questionnaire reporting form for this report which is attached. Report will be forwarded to DCASR, Atlanta.

IV. It is not the policy of the Company to provide housing for its production employees although in earlier years the Company owned a substantial number of such houses which were acquired in connection with the acquisition of manufacturing facilities. Substantially all of these houses have been sold through orderly sales programs or torn down for industrial expansion or use. There are only 261 houses at various locations still owned by the Company and occupied by production workers, of which 17 are scheduled to be taken by the North Carolina State Highway Department as detailed below, leaving a net of only 244 units. The Company has approximately 61,000 production employees in the United States. Thus, the

number of production employees for whom houses are currently provided is extremely small and of the 261 housing units occupied by production employees, 16 are occupied by members of minority races.

Subject to the qualifications indicated below, the Company expects to proceed with the sale or disposition of most of the remaining housing units occupied by production employees owned by it. A target date of six months has been set for the completion of this disposition program, subject to satisfactory economic conditions for the orderly disposition of such properties and reasonable adjustments for the relocation of such of the employees as may be required to move because of the destruction or sale to others of the houses now occupied by them. Such of the properties as are to be sold will be offered generally by announcement of the availability of such houses at the respective plant locations, at an early date, and although the offer will not be restricted to the present occupants, the Company expects that present occupants will not be excluded from bidding for purchase of such properties.

The only houses which will be kept for any extended period of time will be those houses which will be designated for specific salaried job requirements or houses for production employees which will be offered for lease, from time to time, on a nondiscriminatory basis.

Seventeen houses at Durham, North Carolina represent a special situation in that they are within the proposed right-of-way of a new highway planned by the North Carolina State Highway Department. Since these houses are scheduled for destruction within the foreseeable future, but on a time schedule to be fixed by the state, the Company has no plans to dispose of these houses pending the sale of the property to the Highway Department.

BURLINGTON INDUSTRIES
REPORT FORM

A. TO BE FURNISHED ON ONE TIME BASIS

1. List total number of employees in each Job Title indicating Department, Wage Rate, Race, and Sex. (As of 31 March 1969)

FACILITY_____

DEPARTMENT_____

JOB_____

JOB TITLE	DEPARTMENT	TOTAL EMPLOYEES	WAGE RATE	TOTAL MINORITY

WHITE MALE	MINORITY MALE	WHITE FEMALE	MINORITY FEMALE

2. For each job, or groups of jobs, indicate any specific qualification requirement that may exist.

3. List below, by Name, Race, Sex, and Date of Hire, occupants of those jobs which have a majority of Negroes, and who were so employed in such jobs on or prior to December 31, 1967. (By Facility)

4. Estimate below the number of vacancies expected to occur for each facility included in A-1. (During CY 1969)

5. Estimate below the number of vacancies expected to occur in jobs other than those identified in A-3. (By Facility)

6. Estimate the number of Negro males and Negro females the company hopes to be able to employ as a result of its recruitment program in six months beginning April 1, 1969. (By Facility)

BURLINGTON INDUSTRIES
REPORT FORM

B. APPLICANTS - (To be filed April 30 and quarterly thereafter. April 30 figures should be as of 31 March 1969.)

1. Total Active Applications on Hand

Number Negro Male_____

Number Negro Female_____

Number White Male_____

Number White Female_____

2. Applicant Placement

List jobs to which successful applicants were assigned, giving totals by race and sex for each job listed.

Example:

Job Title	White Males Assigned	White Females Assigned	Negro Males Assigned	Negro Female Assigned

C. PROMOTIONS AND TRANSFERS - (To be filed April 30 and quarterly thereafter. April 30 figures should be as of 31 March 1969.)

1. List all job titles in which vacancies were filled by promotion or transfer during reporting period, giving totals by race and sex for each job listed.

Example:

Job Title	Total Negro M.F.	Total White M.F.

2. Identify by name, race, sex, hire date and job title, those employees occupying jobs on 1-1-69 listed in A-3 above, who were promoted to other jobs.

Example:

Name	Race	Sex	Old Job	Wage Rate	New Job	Wage Rate	Date of Hire

BURLINGTON INDUSTRIES
REPORT FORM

D. HOUSING - (To be filed April 30 and quarterly thereafter. April 30 figures should be as of 31 March 1969.)

1. Progress made during reporting period in the elimination of segregated housing.

Coverage in this reporting format is to include all employees except those in management above first line supervision.

Plant facilities to be included for purposes of reporting may be limited to those in North and South Carolina, with the exception of reports on housing at facilities in Sherman and Post, Texas, Stonewall, Mississippi. However, it should be expressly understood that other plants are in no way exempted from the identical requirements of affirmative action and equality of opportunity. Appropriate actions to correct any past deficiencies in such plants must similarly be applied.

Contract. 4-5-69
AFL-CIO News
SPAM

Textile Contracts Scored:

Job Bias Hearings Prod Administration

A panel of high-level Administration officials was warned at a Senate hearing there is growing public concern that the government is not moving firmly enough to eradicate race discrimination in employment.

Sen. Edward M. Kennedy (D-Mass.), who chaired the hearing, said he didn't question the "personal commitment to equal opportunities" of the three officials—Deputy Defense Sec. David Packard, Labor Sec. George P. Shultz and Transportation Sec. John A. Volpe.

But he said changes their agencies have made in dealings with government contractors give the impression that the Administration places a "low priority" on civil rights.

Kennedy was especially critical of the Defense Dept.'s award of contracts to three southern textile firms found to have discriminated against Negroes. The companies had refused to sign a written pledge of "affirmative action" to open up job opportunities to Negroes and merely gave what Kennedy described as an oral "gentleman's agreement."

Both Packard and Shultz had defended the action, which bypassed the Labor Dept.'s contract compliance office, declaring that if the "conciliatory" approach failed, contracts could still be cancelled.

Packard told Kennedy that he now has a written memorandum from Burlington Mills, one of the three firms, confirming the "oral agreement." The other textile firms receiving multi-million dollar contracts on the basis of oral promises were J. P. Stevens and Dan River Mills.

Volpe was questioned about changes in the non-discrimination pledges required of highway construction contractors. The transportation secretary said the new procedure allows more flexibility

(Continued on Page 8)

Job Bias Hearings Prod Administration

(Continued from Page 1)

and will apply to more contractors.

The hearings also produced a sharp clash between Kennedy and Senate Republican Leader Everett M. Dirksen.

The occasion was testimony by Clifford L. Alexander, Jr., the holdover chairman of the Equal Employment Opportunities Commission—the enforcement body for the ban on job discrimination which is written into the 1964 Civil Rights Act.

Dirksen bluntly threatened Alexander with dismissal for "harassing businessmen" with complaints about discrimination.

"Either this punitive harassment is going to stop," the Republican leader said, "or I'm going to the highest authority in this government and get somebody fired."

Dirksen said that Congress, in passing the Civil Rights Act, didn't intend that employers, "these work givers of industry and business, be harassed."

Kennedy quickly interrupted to tell Alexander:

"I hope no one has been threatened in here today because he is trying to do the job he is expected to do. I think those who threaten your job do a great disservice to the American people."

Alexander's term on the equal opportunity commission runs until 1972. However a White House spokesman, Press Sec. Ronald L. Ziegler, said he expects Pres. Nixon to replace Alexander as chairman of the commission.

He said "it is traditional" for a new President to designate new chairmen of federal commissions.

At the same time, the White House announced that Nixon has sent a memorandum to heads of federal agencies saying that the government should "lead the way as an equal opportunity employer." The memorandum dealt with the federal government's own employes, not with government contractors.

Dirksen had a strong assist from Sen. Strom Thurmond (R-S.C.) when he defended the Nixon Administration approach to federal contractors. Thurmond challenged charges that the South's textile firms discriminate and charged that federal contract compliance officials had tried to set up illegal job quotas for Negroes.

BNA

SUMMARY OF LATEST DEVELOPMENTS

No. 108 April 10, 1969

Route to . . .

Textile Mill Suit

The Justice Department has filed a "pattern and practice" suit of job discrimination against Cannon Mills Co., Kannapolis, N.C. Attorney General John N. Mitchell is seeking an injunction against the firm to end alleged racial bias in promotion policies, segregated company housing, and segregated plant facilities.

According to the suit, Cannon reserves certain better job classifications for whites and places Negroes in "menial and low-paying job categories." Negro employees pay the same amount of rent for company-owned housing that is inferior to that assigned to white employees. About 2,000 single family homes are involved.

The suit is the first brought by the federal government charging bias in company housing. The charge of housing discrimination was brought under the fair housing provisions of Title VIII of the Civil Rights Act of 1968.

Cannon is one of the largest textile firms in the country. It has 16 plants in the Carolinas and employs 24,000 persons.

Sex Bias: Weight-Lifting

An employer's males-only rule for jobs requiring strenuous physical activity and frequent lifting of items in excess of 40 pounds is reasonable and doesn't violate Title VII'S ban on sex discrimination, a U.S. District court rules.

In finding the weight limit of 40 pounds reasonable, the court cites these factors:

- State laws setting the maximum amount a woman may be required to lift set limits ranging from 15 to 40 pounds.
- The International Labor Organization, based on conclusions of experts from 11 countries, has concluded that the maximum permissible weight to be carried by women should be fixed at between 33 and 41.1 pounds.
- The U.S. Labor Department recommends that 33 pounds should be the maximum weight females should be permitted to lift.

Even though some women might be able to perform the work without hazard, the employer had legitimate business reasons for adopting a flat policy of excluding all women from jobs requiring the lifting of weights in excess of 40 pounds, the court says. The process of selecting those few women who may be able to handle these jobs involves a high risk of danger and efficiency, it notes. (Gudbrandson v. Genuine Parts Co.—USDC Minn)

Sex Bias: Maternity Leave

Failure to grant maternity leave with reemployment rights violates the

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In the first proceeding of its kind, a Labor Department panel found that Allen-Bradley, while not shown to have practiced overt-discrimination, was perpetuating the predominantly white characteristics of its work force by relying largely on walk-in applicants. The panel recommended that Allen-Bradley be required to take affirmative action to broaden its recruitment policies.

Labor Secretary Shultz says the same panel will meet for 10 days with company officials to try through conciliation to work out a program of affirmative action. Former Labor Secretary Wirtz had recommended reconvening the panel if the Office of Federal Contract Compliance and Allen-Bradley were unable to work out an agreement.

Model Cities

Model Cities Building

Minority-group building contractors will be helped to bid on construction jobs in Cleveland, New York City, Boston, and Oakland, under grants totaling $883,325 from the Ford Foundation. Part of the money will go into a bonding program designed to increase the number of minority-group contractors qualified to take on large-scale construction jobs. The program is endorsed by the administrators of the Model Cities program, which is supposed to provide maximum feasible job and training opportunities for residents of neighborhoods targeted for reconstruction.

In Boston, meanwhile, an agreement between the building trades unions and the Workers Defense League to train 200 minority-group men for work in the Model Cities program is being attacked by the local Urban League as "tokenism." The agreement is cited as a "classic example of how the naive intentions of the Workers Defense League were prostituted to keep black workers off construction jobs." Noting that the agreement permits the unions to choose the workers, the Urban League says this is "like appointing George Wallace to head the Civil Rights Division of the Justice Department."

In Washington, D.C., Herbert Hill, national labor director for NAACP, has warned the Department of Housing and Urban Development that if the Boston agreement becomes a prototype for other cities, NAACP will have no choice but to initiate litigation to prevent the expenditure of federal funds for Model Cities programs.

Media Jobs for Minorities

A wide-ranging program to bring more Negroes and Puerto Ricans into the newspaper and broadcasting industries in New York is recommended by a special panel established by Governor Rockefeller. "Despite a relatively recent flurry of activity in recruitment and training, . . . few substantial inroads have been made in increasing minority-group representation in the news media," it finds.

Part of the problem is a widespread lack of interest of minority group high school students in jobs in the industry, the panel says. Also, many of the youths lack the fundamental skills of oral and written English.

Among its recommendations are: (1) Special high school instruction in language skills; (2) a "High School of the Communication Arts" in New York City; (3) a school newspaper in every high school with a large minority-group enrollment; (4) subsidized community newspapers in minority-group neighborhoods; (5) summer internship programs in the industry; and (6) an Urban News Service.

4-12-69

TCAP

EEOC Chief Resigns:

Federal Suits Attack Textile Firms' Bias

The Nixon Administration sued and was sued in cases involving race discrimination in employment.

In a related area, the holdover chairman of the federal Equal Employment Opportunity Commission resigned with a blast at the "crippling lack of Administration support" for efforts to end job discrimination.

One of the lawsuits was filed by the government against a southern textile chain. The other was filed by the NAACP Legal Defense Fund against top Administration officials. It accused them of failing to follow the government's own ban on giving federal contracts to firms that discriminate.

The Justice Dept. suit sought a federal court injunction to halt alleged discrimination in jobs and housing by the Cannon Mills Co., which has 16 textile plants in the Carolinas employing 24,000 workers.

The suit charged that the textile firm:

- Relegated Negro employes to "menial and low-paying job categories."
- Discriminated against Negroes in a 2,000-home company-owned town by restricting them to segregated areas where services and facilities are inferior. Rentals were at least as high as those paid by whites, the Justice Dept. said.

Cannon Mills, which specializes in towels and sheets, does not have any government contracts and the suits were brought under the equal employment section of the 1964 Civil Rights Act and the open housing provision of the 1968 law.

The suit by the NAACP was based on the recent award of multimillion dollar government contracts to three southern textile firms found to have discriminated in employment.

The firms—J. P. Stevens & Co., Dan River Mills and Burlington Mills—had refused to sign a pledge of "affirmative action" to open up job opportunities to Negroes. But the Defense Dept. said they had orally agreed to comply with nondiscrimination policies and awarded them the contracts.

The NAACP charged that the action violated Pres. Johnson's 1965 executive order, which is still in effect, and asked the federal courts to bar further contracts to the companies until there is full, explicit compliance with the executive order.

The attitude of the Nixon Administration to civil rights enforcement was involved in the resignation of Clifford L. Alexander, Jr., as chairman of the Equal Employment Opportunity Commission, the agency charged with enforcement

(Continued on Page 10)

Federal Suits Attack Bias of Textile Firms

(Continued from Page 1)

of the Civil Rights Act's ban on job discrimination.

The White House had served notice that Alexander, a holdover appointee, would be replaced as commission chairman. It made this known after Senate Republican Leader Everett M. Dirksen had accused Alexander of "harassment" of businessmen and threatened to get him fired.

Alexander said the timing of the White House announcement that he would be replaced—tied in with the Dirksen threat—had led to an "inescapable" public conclusion that "vigorous efforts to enforce the laws on employment discrimination are not among the goals of this Administration."

Therefore, he said, he was resigning as chairman although remaining as a commission member. His five-year term runs to July 1, 1972.

Alexander said the commission's effectiveness has been impaired by "a crippling lack of Administration support."

AFL-CIO News 4/12/69

TEAM

CHICAGO TRIBUNE

APR 22 1969

TEXTILE FIELD LEADS NEGRO EMPLOYMENT

Average Gain Highest in Nation

[Chicago Tribune Press Service]

Washington, April 21 — Employment of Negroes in the textile industry has advanced eight times faster than the average for all manufacturing industries since 1960, the American Textile Manufacturers Institute reported recently.

The institute said that an analysis of United States department of labor statistics shows that of the 984,000 persons employed in the textile industry in 1968 94,000 were Negroes. This is an increase of 10,000 over 1967.

Latest figures available from the department of labor for South Carolina, one of the major textile producing states, show that Negroes were 14.3 per cent of the textile mill labor force in South Carolina in 1967. This is a 31 per cent increase over 1966.

In 1967, the South Carolina textile industry employed 20,068 Negros and 120,632 whites. Negro employment in 1967 increased by 6,251, while white employment fell 3,776.

The Bureau of Labor Statistics reported that 3.3 per cent of the textile and apparel workers nationally in 1960 were "nonwhites." This figure rose to 8.7 in 1967. The all-manufacturing average for "nonwhite" employment in 1960 was 7.6 per cent and 9.3 per cent in 1967. In the textile industry, most "nonwhites" are Negroes.

AFL-CIO NEWS 4-26-1969

Contempt Suit Filed Against J. P. Stevens

TEAM

AFL-CIO News 4/26/69

The National Labor Relations Board has asked a federal Appeals Court to find J. P. Stevens & Co. guilty of contempt of court for flouting two previous orders of the court to stop violating the rights of its employes.

Stevens, a big government cloth contractor, is the nation's most notorious union-busting firm, with a long series of NLRB findings and court orders against it.

The NLRB petitioned the 2nd U.S. Circuit Court of Appeals, New York City, to hold Stevens in contempt for "disobeying and failing and refusing to comply" with orders of the same court issued Sept. 1, 1967 and Mar. 26, 1968.

The contempt motion will be heard Apr. 30 by a three-judge panel. It asks no criminal penalties for disobeying court orders. But if Stevens, the nation's second largest textile chain, is found to have been contemptuous, the way will be open for future criminal contempt charges.

(Continued on Page 6)

Contempt Suit Filed Against J. P. Stevens

(Continued from Page 1)

The latest NLRB petition recites specific examples of defiant action at five Stevens plants in North and South Carolina locations and asks that the corporation and six of its supervisors be found in contempt for continuing the illegal conduct that the court ordered them to stop.

The petition requests an order that the company and its supervisors "purge themselves" of contempt by offering nine fired employes "immediate and full reinstatement" to their former positions, with full back pay, and by rescinding a penalty imposed on a tenth employe because of his suspected union activity.

The NLRB petition, filed by the board's general counsel, asserts that supervisors at Stevens plants in Greenville and Rock Hill, S. C., and in Aberdeen, Roanoke Rapids and Wallace, N. C., threatened and punished employes while under court order to stop interfering with or spying on workers for attempting to organize.

On Sept. 1, 1967, the 2nd Circuit ordered Stevens management to "cease and desist" from firing or otherwise discriminating against employes in order to discourage membership in the Textile Workers Union of America. It forbade spying on workers, questioning them, threatening them, changing working conditions to defeat organizational attempts, encouraging or assisting employes to withdraw from the union, or intimidating employes for giving statements to the NLRB in accordance with their lawful rights.

The 1967 order of the court was appealed by Stevens, but the Supreme Court refused to review it and it remained in effect against the company. So did a second order of the same court, entered seven months later. But though Stevens had "notice and knowledge of its terms," the company persisted in defying the two orders through its supervisors, the board asserted. It spelled out the violations:

At Rock Hill, S. C., in December 1967, the Stevens personnel director questioned an employe about the union activities of a fellow-employe; solicited him to report anything he heard about his co-worker's union efforts, and warned that the company would fire all active unionists.

The same supervisor quizzed the second employe about his union activity, threatened him with reprisals, and encouraged him to withdraw from the union.

In February and March of 1968, other named company representatives were accused of discharging two employes for union activity, restricting the movements in the plant of a third worker, warning another employe of the "futility" of his activities for the union, giving a fifth worker a low work rating because of his activities on behalf of TWUA, and soliciting a sixth employe to spy on his fellow workers.

At Roanoke Rapids, N. C., the petition charged that a supervisor questioned an employe previously fired by Stevens and reinstated by court order; demanded that she give up a tape recording she had made on her own time of a notice posted by Stevens on the plant bulletin board, and thereby restrained her in the exercise of her right to engage in protected activities under the law.

The same employe was later given an adverse written personnel report "because of her continued union adherence," the petition charged, and was fired again Mar. 13, 1968, after being harassed and intimidated by other Stevens straw-bosses.

Other unlawful actions, including several firings, were related in the petition. They occurred in five Stevens plants in the Carolinas after the 1967 court order, and again after the 1968 order had been issued.

At the company's White Horse plant in Greenville, S. C., the NLRB said management forced a reinstated employe to quit after giving him three adverse personnel action reports and "was more exacting" of him than of other employes to force his resignation.

Stevens is a major supplier of textile goods to the government. It continues to win contract awards in spite of the fact that four courts have found it guilty of violating the law and NLRB orders. The Supreme Court has twice refused its petitions for further delays.

Complaints against its law-defying conduct have been pressed by TWUA and the AFL-CIO Industrial Union Dept.

The AFL-CIO Executive Council and the federation's 1967 convention urged the government to disqualify firms which persistently violate federal labor law from receiving government contracts.

School Cross Ref

School Attendance Zones Proposed by HEW

Plan Would Bring Total Integration

By THOM ENGLISH JR.
Morning News City Editor

School officials are facing what is being called "the biggest development" in Florence area education since organization of the district school system in the early and mid-1950s.

The "development" in a confrontation with the U.S. Department of Health, Education and Welfare over a one-step plan which would accomplish total integration in Florence County School District No. 1 for the 1969-70 term.

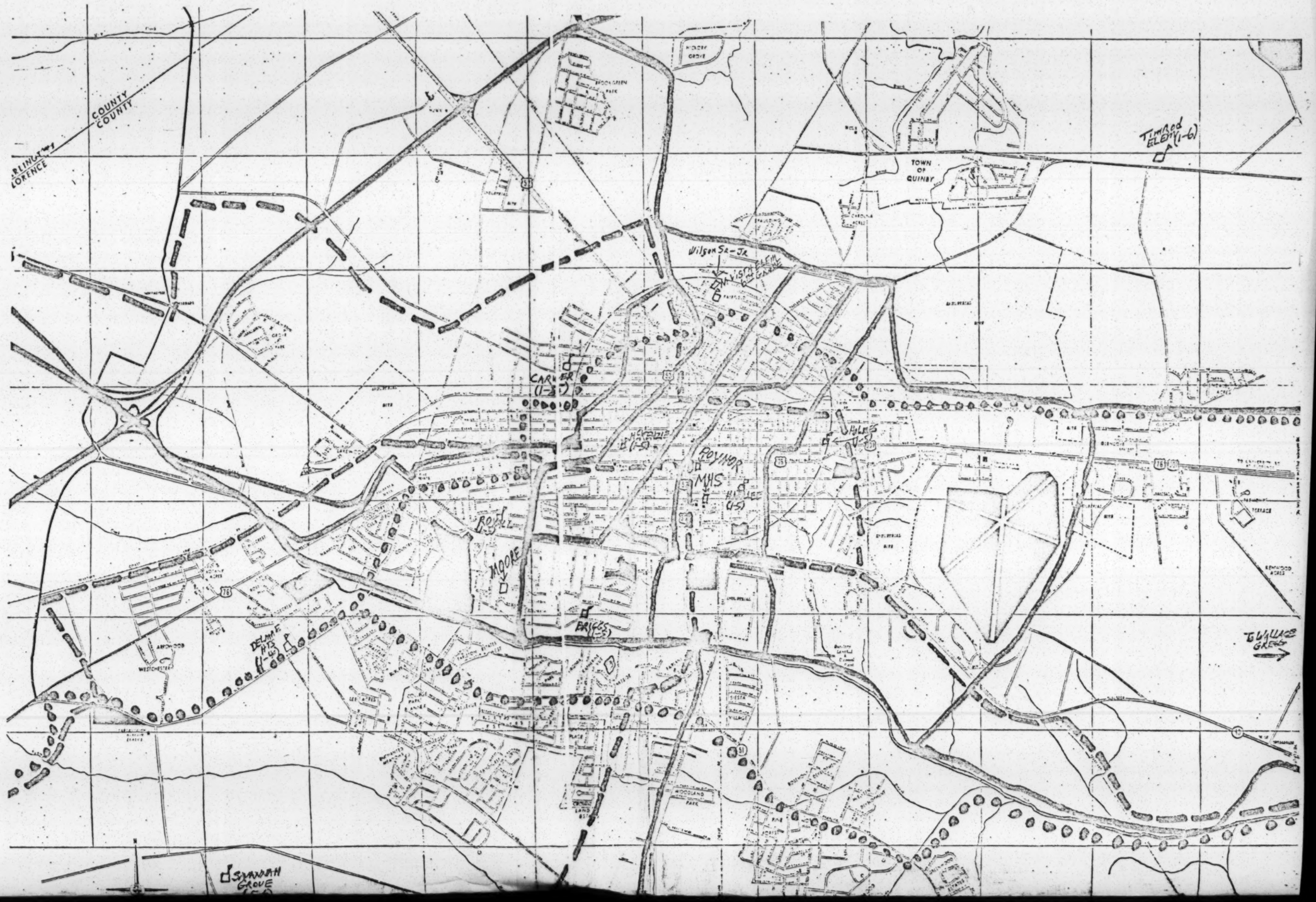
HEW officials say its proposed desegregation plan would "eliminate the dual school system" and place the district in compliance with federal guidelines, a step necessary in order to retain more than $1 million annually in U.S. government aid.

THE PLAN, presented to the district's Board of Trustees during the regular meeting Thursday night, sounds simple on the surface. The district would operate on a zone-assignment plan based on a modified elementary, junior and senior high structure organization.

The simpleness of the proposal stops there as the school board found in a detailed reveiw of the 35-page report, prepared by the Division of Equal Educational Opportunities of the U.S. Office of Education in Atlanta, Ga. It has been emphasized by Board Chairman O. S. Aiken that this is only a proposal.

Taking the grade areas one at a time, the following is how the plan would work, if adopted.

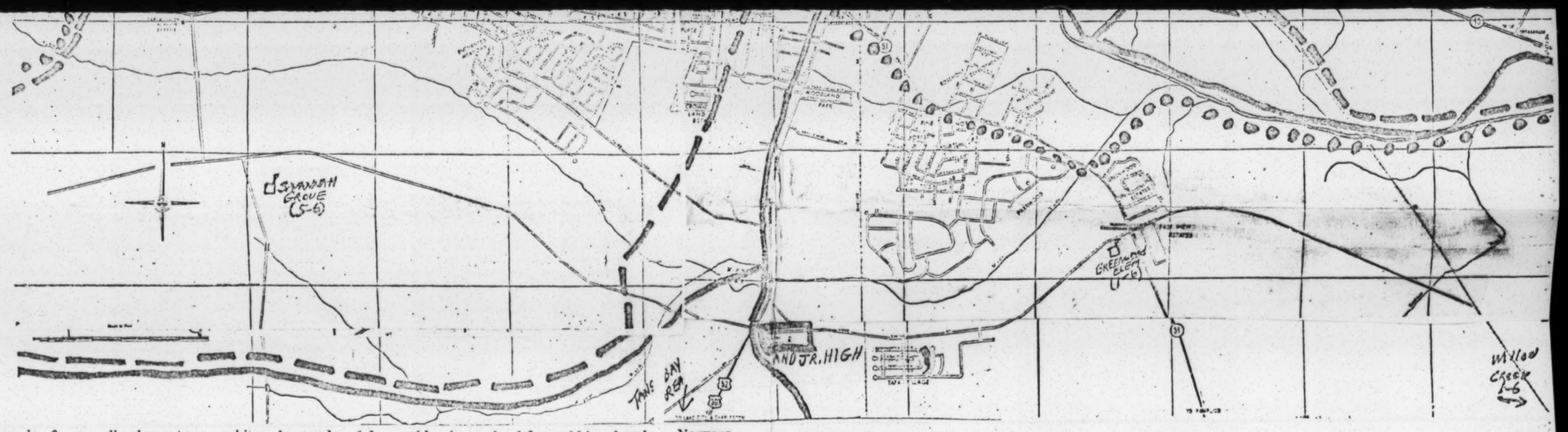
All elementary schools outside of the city would draw their population from the



Equal Educational Opportunities of the U.S. Office of Education in Atlanta, Ga. It has been emphasized by Board Chairman O. S. Aiken that this is only a proposal.

Taking the grade areas one at a time, the following is how the plan would work, if adopted.

All elementary schools outside of the city would draw their population from those students living closest to the school, capacity and transportation permitting. An attendance area would be established for each school approximating those illustrated on the map, and all students would attend the school serving the area in which they live.



HEW'S PROPOSED PLAN — The map above includes most of the Florence district with boundaries for various grade levels shown in a marked code. The lines of dots represent the approximate boundaries for senior high school students. The broken lines represent the approximate boundaries for junior high school students. The unbroken, or solid lines, represent the boundaries for elementary school students. For instance, if your child will be in the fifth grade next year and you live on Oakland Street in the north Florence area, the attendance school would be Briggs Elementary. Any child in the sixth grade within the city boundaries, would attend North Vista under the plan. If you have a senior high student and live in Greenbriar, the attendance school would be McClenaghan. If you have a junior high student and live in Grove Park, the attendance school would be Poynor under the proposal. It is only a proposed plan, and has not been adopted.

DELMAE HEIGHTS and Savannah Grove Elementary Schools would serve a single attendance area with Delmae taking grades 1-4 and Savannah having grades 5-6. Mars Bluff Elementary School would be closed as a 1-6 grade center, but might be used as a special education facility.

Within the city of Florence and the immediate surrounding area the elementary schools would also have established attendance areas, generally running from the southwest to the northeast in a diagonal pattern. (School officials have called this pattern gerrymandering, a procedure which has been forbidden by the Supreme Court to keep whites out of Negro schools. The gerrymandering would work in the reverse, however, under the HEW proposals for Florence. It would place many Negroes living as far as three and a half miles away in what is now an all-white school.)

The proposal offers three possible approaches to implement the plan for elementary schools in the city. All elementary schools could serve grades 1-5 with North Vista serving all students in grade 6, or all elementary schools could serve grades 1-5 with McClenaghan High School becoming a center for sixth graders and North Vista being used as part of a high school complex at Wilson High, or all elementary schools could serve grades 1-6 with McClenaghan serving grades 1-6 with an appropriate diagonal zone established and North Vista serving as part of the northern high school complex.

AMONG THE elementary schools, the current and proposed populations would shape up as follows:

—Royall, currently 673 whites and four Negroes in grades 1-6, would have 341 whites and 382 Negroes in grades 1-5; Savannah Grove, currently with 375 Negroes in grades 1-6, and Delmae Heights with 662 whites would have a combined 997 whites and 169 Negroes in grades 5-6 and 1-4 respectively; Tans Bay, now with 248 whites and one Negro in grades 1-6, would have 167 whites and 164 Negroes in grades 1-6; Wallace-Gregg, now with 452 whites in grades 1-6, would have 333 whites and 158 Negroes in grades 1-6; Willow Creek, now with 356 Negroes in grades 1-6, would have 178 whites and 296 Negroes.

—Bonaire, now with 168 whites and 23 Negroes grades 1-6, would have 104 whites and 68 Negroes in grades 1-6; Briggs, now with 705 white students in grades 1-6, would have 197 whites and 348 Negroes in grades 1-5; Carver, now with 821 Negroes in grades 1-6, would have 425 whites and 470 Negroes in grades 1-5; Greenwood, now with 588 whites and eight Negroes in grades 1-6 would have 525 whites and 64 Negroes in grades 1-6; Harllee, now with 376 whites and 143 Negroes in grades 1-6, would have 275 whites and 310 Negroes in grades 1-5.

—Henry Timrod, now with 384 whites and 100 Negroes in grades 1-6, would have 330 whites and 166 Negroes in grades 1-6; Holmes, now with 542 Negroes in grades 1-6, would have 191 whites and 213 Negroes ingrades 1-5; Mrs Bluff, now with 142 Negroes in grades 1-6, would be closed; McKenzie, now with 478 whites and 13 Negroes in grades 1-6, would have 312 whites and 382 Negroes in grades 1-5; North Vista, now with 1,001 Negroes in grades 1-6, would have 382 whites and 391 Negroes in grade six.

ON THE JUNIOR high level, four junior high schools would serve the district. Each would serve students living within an established attendance area.

Wilson-Williams Junior High School would serve the northern and northeastern section of the district. This would include predominately white areas such as Brookgreen Park, Quinby, Glendale, Greenbriar and Tremont Terrace subdivisions. Presently with 1,349 Negroes the school would have 556 white students and 638 Negroes.

Poynor Junior High would serve the central and central-western district. It is the only integrated junior high at present with 730 white students and 112 Negroes. The proposal would give the school 492 white students and 417 Negroes.

Moore Junior High would house students living in the southwestern area of the city through the Savannah Grove section. Now serving 852 white students, Moore's student population would be changed under the proposal to 667 whites and 157 Negroes.

All students living in the southern section of the district would attend Southside Junior High. Now with 812 whites and 17 Negroes in grades 7-9, the school would have 654 whites and 272 Negroes under the plan.

ON THE SENIOR high level Wilson would serve all students, grades 9-12, living to the north, northeast and northwest of the city. The attendance area would sweep into white neighborhoods such as Glendale Acres, Quinby, Brookgreen Park, Country Club Forest, Botany Acres, Ridgecrest and Westchester. Such a plan would change Wilson High from an all-Negro population (977 in grades 10-12 currently) to a majority of

(See HEW, Page 6-A)

THOM ANDERSON

Uncertainity Underlines Board Opposition

Uncertainty about the future lay at the bottom of opposition to the governor's state college board plan that was debated at a public hearing Wednesday in Columbia.

Powerful opposition to the bill that sets up a state board to administer the state's four-year colleges and the two-year university centers was revealed.

Spartanburg interests, where opposition has been centered, argued that they have a long-term contract with the University of South Carolina for affiliation with their two-year branch. The state has a moral obligation to let the university carry it out, argued Louis Howell who also noted that he saw no indication the university wanted to release its two-year centers. They fear loss of faculty and accreditation.

In fact, USC President Thomas F. Jones appeared at the [illegible] on behalf of a Union group that opposes the plan. He said the centers had been a "joy" to the university. USC Board Chairman Rutledge Osborne also appeared and counseled going slowly on changes.

Spartanburg argued that faculty may be tough to recruit and talked about the success of a nursing program there. Charlie Boone, director of the Spartanburg General Hospital, said the nurse training program would suffer from loss of USC affiliation.

R. C. Hubbard of Lancaster said the faith of state contracts would be in question if the legislature required USC to not fulfill its contract commitments with Lancaster.

Hubbard warned that a state junior college system rather than university-affiliated branches could "create a system with a lower common denominator."

All opponents of the bill expressed concern that quality of instruction may be hurt, both because of lower requirements and because a junior college may not be able to attract faculty as capable as a university-affiliated center.

Robert E. Penland said that Aiken opposes severence from USC as does Sumter with their Clemson branch. Penland asked that the community be given a time period before affiliation is dropped if the plan is adopted.

Backers of the plan said the two-year junior college system would provide one of the three levels of higher education for the state. One is university, another four-year college and the third junior college.

As the hearing ended, the prospects of the bill did not look rosey.

There was speculation of what steps the backers of the plan might take if the House would not buy the package.

One possibility was that the four-year board might be separated from the two-year board and put in different bills.

The greatest interest in the Pee Dee was in the portion that would establish a new four-year college at Florence. They want to salvage that.

If the four-year portion were separated, chances of passage would look pretty good for the Florence proposal.

It could appear as part of a bill setting up a board for Winthrop and S. C. State colleges and the new Florence institution, or it could appear as a bill dealing simply with Florence.

If the Florence college and the two-year college portions were put in separate bills, the Pee Dee members would be in a good bargaining position and should have two-year interests removed as opponents.

Florence didn't go without mention in the Wednesday hearing, and there was some feeling from areas with two-year centers that their interests were being sacrificed for the benefit of the Florence four-year college plans.

T. D. Truluck of Union said the Union center and other two-year centers were "put in our perilous position" by the Florence interests.

He said Union did not oppose a four-year state college for Florence, but suggested the two-year system was being "drug down for Florence."

Music to the ears of the representatives from Florence and neighboring counties were assurances of Horry County leaders that they are not opposing the Florence proposal. Some interests in Horry County have insisted Conway should be entitled to the college instead of Florence.

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Monday, May 19, 1969

NEW YORK TIMES MAY 18 1969

Shultz Eases Proposed Standards on Job Safety

By BEN A. FRANKLIN
Special to The New York Times

WASHINGTON, May 16—Secretary of Labor George P. Shultz disclosed today that he had ordered reductions in proposed Federal industrial health and safety standards designed to protect six to 8 million workers from noise hazards and lung damage caused by dust.

The original, slightly higher standards were proposed three months ago by Secretary Shultz's Democratic predecessor, W. Willard Wirtz. The standards were stayed for restudy when the Nixon administration assumed office.

Eveen the compromise standards, however, are expected to cost industrial employers millions of dollars for special equipment, changes in production methods and, in some cases, additional employes.

The new requirements will become effective immediately upon publication in the Federal Register next Tuesday.

Maximum Sound Levels

Mr. Wirtz had proposed that the Federal noise threshold be set at 92 decibels immediately and be lowered to 85 decibels after Jan. 1, 1971. His order included a sliding scale system under which workers could be exposed to noise levels greater than 92 decibels for short periods.

Sound intensities measured in decibels range from 10 for normal human breathing, 50 for conversation, 70 for heavy city traffic, and 120 for the take-off of a large jet aircraft, to 138 for a rock and roll band. The pain threshold is 140. The American Medical Association has said that prolonged exposure to intensities over 90 decibels can permanently impair hearing.

However, in a number of industries — construction, metal stamping and forging, many kinds of manufacturing, and even in textiles — employer representatives said the 92-decibel standard would be costly and difficult to comply with.

Pressure for lowering the standard came chiefly from several recent Government studies that said that millions of workers faced permanent loss of hearing and other impairment under existing conditions.

The standard approved by Mr. Shultz today was plainly a compromise. It established a slightly lower standard of 90 decibels for workers exposed to a full day of noise hazards, together with a sliding scale that authorizes exposure to as much as 115 decibels for periods of 15 minutes or less. It also abolishes entirely the 1971 target of 85 decibels, with a proportionately diminished sliding scale.

On underground coal dust contamination, Secretary Shultz settled on a standard of 4.5 milligrams per cubic meter of air, the level being pushed by the Nixon Administration in a coal mine safety bill now in Congressional committee. The United States Public Health Service had recommended last year a standard of 3.0 milligrams, and that level was adopted by Mr. Wirtz in his original order over strenuous mining industry objections.

Coal industry leaders have testified this year that a saving of millions of dollars in coal dust suppression costs lies between the 3.0 and 4.5 milligram standards.

Coal dust has recently been identified as the cause of miners' pneumoconiosis, or black lung disease, a disabling and frequently fatal condition that is not reversible in advanced stages.

The Public Health Service has contended that raising its 3.0-milligram standard to 4.5 milligrams will result in a 50 per cent increase in the incidence of pneumoconiosis among miners exposed to coal dust.

Safety Panel Proposal

The Labor Department said the retrenchment in standards had been recommended to Secretary Shultz by the National Safety Advisory Committee, representing employers, organized labor and the public. The committee is headed by Howard Pyle, president of the National Safety Council.

Secretary Shultz sought the advice of the committee after delaying the Wirtz proposals last Feb. 17. The new health and safety standards—the first revisions in nearly 10 years—were signed by Mr. Wirtz 11 days before his powers expired with the change of Administrations on Jan. 20. Mr. Shultz's postponement for 90 days of reconsideration automatically expires tomorrow.

The standards apply only to contractors and manufacturers supplying goods or services to the United States Government. Under the Walsh-Healey Act, the Secretary of Labor is required to prescribe working conditions for workers employed on Federal contracts.

Labor Department officials said the 4.5 milligram coal dust standard would apply to nearly 800 of the nation's 8,000 coal mines producing about 50 million tons and $200-million worth of bituminous fuel a year for Government consumption.

The Shultz revisions brought a sharp reaction from Representative Ken Hechler, Democrat of West Virginia and a critic of the Administration's efforts to improve working conditions for the nation's coal miners.

Mr. Hechler charged that the Secretary had given "a victory to the big coal mine operators" and had "brushed aside the clear recommendation of the U. S. Public Health Service."

The National Safety Advisory Committee was indirectly critical of the Labor Department's enforcement of the Walsh-Healey standards.

The committee proposed that the department begin immediately a continuous review of health and safety conditions in industry, with at least annual reports to the Secretary on what it called "the effects, if any" of the regulations. The committee described the improvement of industrial health and safety conditions as "urgent."

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Mr Testy

CHICAGO TRIBUNE MAY 19 1969

MANPOWER TIE TO LICENSING IS UNDER STUDY

[Chicago Tribune Press Service]

Washington, May 18—The new studies of the way licensing practices affect the supply of manpower in nonprofessional occupations are being conducted under research contracts with the department of labor.

The educational testing service of Princeton, N. J., under a $95,492 contract, is investigating state and local licensing practices in California, Florida, Illinois, New York, Texas, and three other states not yet selected.

Follows Pilot Survey

Occupations to be studied include dental hygienist, practical nurse, clinical laboratory assistant, barber and cosmetologist.

This study follows a pilot survey by the educational testing service under a research grant from the department, which found that licensing practices could easily restrict entry into nonprofessional occupations where there are shortages of workers.

Findings included:

1. Altho applications and licensing fees are nominal, hidden costs [for instance, several trips to the state capitol to take the licensing examination] sometimes amount to several hundred dollars.

2. Many licensing examinations emphasize the recall of trivial facts, and some are completely out of date, so that applicants must learn—and accredited institutions must teach—information not directly related to job performance.

Reforms Are Expected

The broader study in progress is expected to suggest reforms that would make it easier for disadvantaged workers to enter licensed occupations while safeguarding legitimate public interests.

In a companion study costing $34,317, Michigan State university is exploring the feasibility of developing statistics on [1] the extent to which licensing affects the supply of manpower in all licensed nonprofessional occupations and [2] the structure and operations of state, county, and municipal licensing authorities. The pilot study is being conducted in Michigan, Ohio, and Georgia.

TEAM file N

NEW YORK TIMES MAY 19 1969

INDUSTRY IN SOUTH WOOS NEGRO LABOR

Textile Mills Now Compete for Blacks With Newer Business and North

By ROY REED

Special to The New York Times

GREENSBORO, N. C. — The multitudes of Negroes who have been chased and lured away from the South for generations are beginning to be missed in places like Greensboro.

The reasons are not wholly sentimental. This is traditionally textile country, which means low wages. Higher paying industries, such as chemicals and electronics, have moved in and used up so many of the white workers that the textile mills are forced to look for the first time to Negro labor.

But now, with the once lily-white textile industry finally turning to Negroes, the managers find that the Negro market also is running low. Most of the best workers have either gone to the North or found better jobs in the new industries in the South.

Some textile officials readily admit that their late-blooming interest in the Negro is not, as one personnel director put it, "just philanthropic."

"We need good people, no matter what shade they are," he said.

The labor market is tight for most textile producers, in spite of a slack business caused by import competition that has forced some small concerns to cut back production. The shortage of workers has pushed some companies into steps that once would have been considered extraordinary.

Burlington Industries, Inc., the nation's largest textile producer, is experimentally rounding up untrained Negroes on the streets, some with jail records, and paying them to go to school and learn mill work.

The company has hired a professional educator, a Negro, who walks up to a street corner loafer and says bluntly, "You want a job? We got one."

Two other major companies, J. P. Stevens and United Merchants and Manufacturers, Inc., have expanded beyond the Piedmont, the traditional home of the industry in the south, and opened new plants in the coastal plain, where the only large labor supply—mostly Negro—is still available.

New Doctrine of Equality

Virtually all of the large companies have begun to preach a doctrine of equal, color-blind employment.

There is more to be said about that, notably on the question of equal treatment in promotions. The industry's hiring practices have been subjected to scrutiny this spring since the Defense Department awarded a controversial contract to three large companies that had been accused of discrimination.

But it seems indisputable that the industry has hired more Negroes in the last five years than it had ever employed before, and will hire a great many more in the years ahead. Nearly 9 per cent of the work force now is Negro, against 3.3 per cent in 1960.

It now appears that the textile industry will become the same route to economic freedom for many of the remaining poor Carolina Negroes that it was at the turn of the century for those other slaves to the plantation system, the white hill people.

The escape route was opened too late for David Watlington. Mr. Watlington, a Negro, now lives in retirement on a small plot at nearby Stony Creek, where he spent his productive years grubbing a living from the dirt.

But some of his 14 children have been able to escape the dirt, thanks in part to the graces and economic requirements of Burlington Mills.

2 Sons and 2 Grandsons

Two sons and two grandsons of David Watlington have worked at Burlington's Williamsburg Mill, near the Stony Creek community, in recent years. Three are still there.

One son, Clifton Watlington, a quiet-spoken, solidly built man of 38, left his job as a loom fixer for a few minutes one day recently to talk of how Burlington's hiring policy of the 1960's had changed his life.

Over the noisy clack-clack of looms weaving drapery fabric, Mr. Watlington murmured his humble biography: Born and reared on his father's small farm, five years of schooling and then into the adult world as a sharecropper.

"I worked at public work in the winter and farmed in the summer," he said. "I was making between $3,000 and $4,000 a year."

Then a job opened at Burlington four years ago. He began as one of the men lifting cloth through the floor to the machines. Next he became a weaver, then a loom fixer, one of the top operative jobs in the mill.

The most recent figures compiled by the American Textile Manufacturers Institute show that in 1967, the industry had 94,000 Negroes.

There have been indications that Negro gains have been particularly dramatic the last year and a half, for which figures are not yet available.

The institute's figures showed that Negroes accounted for 14.3 per cent of the industry's work force in South Carolina, where weaving and spinning used to be considered white man's work.

"They have opened up right much," confessed an elderly Negro mill worker here.

He had begun by complaining of what he saw as discrimination against his daughter when she had applied unsuccessfully for a secretarial job at one of the major textile companies a few years ago. But as he thought of other Negroes who had been hired by the same company since then, he admitted that progress had been made.

There are still many complaints of discriminatory practices against Negroes. Civil rights leaders say it is still difficult for a Negro woman to get a job in textiles even though Negro women make up the largest single group of unemployed persons left in the Carolinas.

Grumbling Among Workers

There was a little grumbling among some white workers when he was promoted to loom fixer, he said, but it did not last long.

He now owns a 78-acre farm, on which he grows tobacco and corn after mill hours, and he has recently finished building a new house with a fireplace and carpets on the floors. He said his income, from farming and the mill, was about $13,000 last year.

The sharecropping cycle is broken for Clifton Watlington's children. One son is in the Air Force, his daughter is in secretarial school and a second son just won a four-year scholarship to a college in Greensboro.

A report from the Equal Employment Opportunity Commission in Washington not long ago concluded:

"The textile mill industry may serve as a training ground for Negroes in the future as it has for whites in the past. Though the industry has low pay scales and some argue that the region would be better off if such low-wage industries did not exist, the average hourly wage in the North Carolina mills is $2.20, employment in this industry does provide a medium through which workers can move from an agricultural to an industrial way of life.

The industry teaches skills to workers who have previously engaged in unmechanized agricultural production, thus allowing them to participate in industrial or at least non agricultural society, and perhaps to move on to higher paying jobs as the opportunities present themselves."

The complaint most often heard is that Negroes are kept in menial jobs and not promoted as fast as whites. Company officials, admitting that might once have been the case, insist that the charge is baseless now.

Most concerns however, refuse to divulge figures on the number of Negroes in various jobs. Over-all industry figures tend to support the Negroes' complaint.

For example, the Equal Employment Opportunity Commission recently made public figures on three major companies—Burlington, J. P. Stevens, and Dan River mills, Inc.,—showing that the three had a total of 394 Negroes in white collar jobs, out of 24,914 white collar jobs, in 1968.

In blue collar jobs, Negroes held only 285 out of 15,984 craftsmen's jobs in the three companies, the commission said.

The commission is prohibited by law from disclosing statistics on a particular company and the companies are generally reluctant to do so. Dan River would release none. Stevens released a few percentage figures.

The Stevens figures confirmed that Negroes in 1968 had few of the better jobs—2 per cent of the skilled jobs and 0.8 per cent of the officials and managers' jobs, while making up 12.5 per cent of the total work force—but they showed a slight upward trend. A year before, Negroes held only 1.4 per cent of the skilled jobs and .3 per cent of the officials' and managers' jobs.

Burlington, which has always had a somewhat more liberal management, is apparently the industry leader in equal employment. It made public figures last week showing that its minority employment in the United States (virtually all Negro) had increased 563 per cent during the last six years, from 1,600 in 1963 to 10,600 at the end of March, 1969.

Breaking down the figures by broad categories, Burlington said minority employes had made the following gains from 1963 to 1969: Skilled and semiskilled jobs, 620 to 5,394; office and clerical, 7 to 274; officials and managers, one to 18; professionals and technicians, 0 to 31, and sales workers, 0 to 12.

Burlington said it had hired 2,900 persons from March 31, 1968 to Feb. 1, 1969, and 53 per cent were minority members.

David Packard, Deputy Defense Secretary, was plunged into controversy in February, shortly after the Nixon Administration took office, when he overruled a Johnson Administration holdover in the department, and awarded $9.4-million worth of contracts to Burlington, Stevens and Dan River.

He made the award after reaching an oral agreement with the three companies that they would take positive steps to end discrimination. This set off a wave of criticism from liberals who charged the Administration was being soft on the producers. All three have now signed written agreements.

A Recent Move

Officials of all three companies, especially those at Burlington, feel they were unfairly portrayed as racist because of the defense contract controversy.

There seems to have been movement toward desegregation in the textile industry all through the 1960's, but it did not amount to much until about two years ago.

Against the background of the tight labor market, which has existed since the 1960's, some observers see two Government actions as being particularly important in increasing Negro employment in textiles in the Carolinas.

The first was President John F. Kennedy's executive order in 1961 strengthening the requirement that Gov-

Continued on Page 4

Burlington Will Boost Most Wages in July; Other Textile Concerns Expected to Follow

By a WALL STREET JOURNAL *Staff Reporter*

GREENSBORO, N.C. — Burlington Industries Inc., the nation's largest textile producer, said it will raise wages in most of its manufacturing divisions in early July; industry sources believe other companies will follow.

Charles F. Myers Jr., Burlington's chairman and chief executive, didn't announce the size of the increase, but Fulton Cotton Mills of Atlanta, a division of Allied Products Corp., announced it will raise wages for hourly and piece goods workers an average of 7%, effective July 7. A Fulton spokesman said the average hourly wage paid at present is about $2.06.

"Wages for all industry are going up," the Fulton spokesman added, "We've just got to keep up with the rest." At least one other textile maker, Bibb Manufacturing Co. of Macon, Ga., has announced an intention of raising wages. A Bibb official last week said the company's wage boost might come in August, but industry observers believe it may be sooner.

Wage increases in the textile industry have, in the past, spread rapidly among manufacturers. The latest increase, about a year ago, amounted to between 5% and 6% and affected almost all major makers.

An industry observer added that textile makers have raised wages in the past to discourage turnover in the labor force, a traditional problem. The turnover creates pressure on makers to follow any initial increase announced by a major company, he said.

6-7-69

TBAM

Mill Reaches Dead End In Battle to Bar Union

The Pepperell Mfg. Co. lost a four-year fight to avoid bargaining with its organized employes when the Supreme Court refused to review an Appeals Court order against the big Southern textile firm.

The decision slammed shut the last legal escape hatch for Pepperell, which had campaigned to keep the Textile Workers Union of America out of the West Point-Pepperell plant near Rome, Ga., since the start of a 1965 organizing drive by the union.

TWUA Pres. William Pollock called on management to start negotiations June 16, and urged Congress to "take note of this additional evidence of the conspiracy" in the textile industry to "frustrate the desire of workers for union representation."

TWUA "earnestly hopes the company will finally recognize the right of its employes to a contract and will bargain in good faith," Pollock said, adding "we also hope that Congress will act to speed the processes of justice."

The apparent end of the line for Pepperell came when the high court let stand a 5th U.S. Circuit Court of Appeals decision, made last Nov. 13 at New Orleans. That decision was that the National Labor Relations Board had good legal reason to order Pepperell to recognize the union and bargain with it.

The case hinged on a 1965 election which the union lost, 959-1,155. Union claims of company interference with the free choice of the voters were upheld by the NLRB, which ordered a new election. TWUA won the second vote, 1,139-917 in 1966, and was certified as the employes' bargaining agent.

Pepperell objected to the second election on the ground that the union distributed copies of an advertisement in the Rome News Tribune which exaggerated wage rates in area plants.

The NLRB found that discrepancies of 20 to 30 cents an hour in the quoted rates did not really constitute any real interference in the election because Pepperell rates, at $1.80 an hour, were far below the other area rates, and the company had time to set the record straight. The appeals judges agreed.

"We are in accord with the order of the board" in the first election also, they said in listing the evidence of the firm's law violations.

"One prime thrust of Pepperell's campaign" to defeat the union was that selecting TWUA "meant a plant shutdown and economic disaster." Against this background, the employes also had the statements of three supervisors "that the plant would be closed down," the court said.

AFL-CIO News 6-7-69

6-27-69

TEXT

J. P. Stevens Hit With 7th National Labor Board Ruling

WASHINGTON—J. P. Stevens & Co. has for the seventh time been found guilty of violating the legal rights of employes to join or form a union of their own choosing.

The latest finding against the big textile firm—a major government contractor—was by Robert E. Mullin, trial examiner for the National Labor Relations Board. Mullin found after five days of hearings that officials "at every level" of Steven's Gulistan plant at Statesboro, Ga., joined in a campaign of threats and firings to defeat the Textile Workers Union of America.

He recommended that Stevens be ordered to bargain with the union on the basis of cards signed by a majority of employes, and also because management illegally smashed the union's majority and caused it to lose an election.

The examiner ruled, subject to NLRB review, that Stevens must reinstate three fired union supporters with full backpay to the date of their discharge; employ a woman whose job application it rejected because her brother and brother-in-law were union members and pay her for all lost time. The company also would be directed to:

- Mail a copy of the NLRB order to every plant employe.
- Post copies in conspicuous places for 60 consecutive days.
- Read the order to all employes during working time, by departments and shifts, or let a board agent do so.
- Give the union and its repre-

Continued On Page Six

(Continued From Page One)

sentatives reasonable access to bulletin boards for a one-year period.

TWUA Pres. William Pollock said that Stevens has unsuccessfully fought every examiner's decision in the seven litigated cases, every NLRB order and every decision that has reached the courts. It has been compelled in addition to pay nearly $1 million to date to workers it has fired in violation of the law.

The latest findings against Stevens stem from charges of anti-union actions during a TWUA organizing campaign at Statesboro 17 months ago. The union applied for recognition on the basis of signed cards in February 1968 and was turned down. It applied again in March, after more employes had been signed, and again its request for recognition was refused. Stevens insisted on an election, whose result was later set aside by the NLRB regional director because the company refused to provide an employe name-and-address list, as it was legally required to do.

Said the examiner in his ruling: ". . . from the outset of the organizational campaign until after the election, every level of the (company's) supervisory hierarchy was involved in numerous . . . acts of interference, restraint and coercion." The company's insistence on a board election, the examiner ruled, was motivated "not by a good faith doubt" of the union's majority but rather by a desire "to gain time within which to destroy the union's majority."

In April, the NLRB asked that Stevens be cited for contempt of court for refusing to comply with two previous orders of a federal appeals court to stop interfering with employe rights at other plants.

Labor News
6-27-69

Stephen Remsen, seated, left, TWUA education director, recently installed officers of Local 1085, Auburn, N.Y. Seated with Remsen are John Arpino, president, and James Caruans, financial secretary and treasurer. Standing are Elmore Aveilhe, welfare director; Sarah Kneaskern, recording secretary; Pat Confrancisco, sergeant-at-arms, and Frank Kowalsky, vice president.

Executive Council Approves 3 Civil Rights Resolutions

The Executive Council of TWUA has passed three civil rights' resolutions.

Two resolutions call for action by this Administration on already existing legislation. The first urges the Secretary of Health, Education and Welfare, Robert H. Finch, to withstand the mounting reactionary pressure and to continue to enforce the laws on desegregation of schools.

According to the council, wavering from enforcement of the law must be seen as a payoff to southern politicians for their help in electing President Nixon.

The council also reminded Secretary Finch of his own target dates: total desegregation by September in most cases and in all cases, by September, 1970 at the latest.

Scoring another "enemy of justice" well known to TWUA members, the Executive Council voiced its support for the suit filed by the NAACP Legal Defense Fund and a group of Negro textile workers against J. P. Stevens and other textile companies.

This resolution charged the Administration with "following the line" of Senators Dirkson and Thurmond in allowing the Defense Department to bypass the office of Federal Contracts Compliance in awarding contracts to "scofflaw firms". These firms have failed to comply with a Presidential executive order requiring companies seeking government business to eliminate racial discrimination.

"It's time the government abided by its own regulations," the Council declared. In line with this declaration, General President William Pollock added, "This issue not only involves racial discrimination but a conspiracy to play white workers against black in order to prevent their joining unions, which is their legal right.

Pollock called for a Presidential executive order to prohibit agencies from doing business with firms that violate the National Labor Relations Act.

The Council also urged Congress and the Administration to enact without delay the recommendations of the National Commission on Civil Disorders (the Kerner Commission). These recommendations cover diverse but related areas of employment, education, housing, public accommodations and justice.

The resolution stated that since the commission report was written, the government has failed to make the choices necessary for reversing the widening gulf between the races.

The Council concluded its statement by declaring, "A year later, we are closer to being two societies, black and white, increasingly separate and scarsely less unequal."

Reopen Pacts

Southern Pay Boost on Tap

CHARLOTTE, N. C. — A new round of wage increases, hard on the heels of TWUA's 46¢ package in the northern cotton-synthetics industry, began developing in the southern textile industry as *Textile Labor* went to press.

Burlington Industries kicked it off with an announcement that it will raise wages early in July. J. P. Stevens, Kendall Mills, Fulton Cotton Mills and Bibb Manufacturing were among other companies that were reported to be following suit. No announcement of the size of the increase was made by Burlington.

Scott Hoyman, TWUA southern director, said the union is moving to reopen all southern pacts where such action is permitted by TWUA contracts.

Despite the closed-mouth attitude of non-union employers, industry observers were predicting that the increase would average about 6%.

Council Backs Voting Changes

PHILADELPHIA, Pa. — The TWUA Executive Council has endorsed a Constitutional amendment proposed by U. S. Sen. Birch Bayh, Indiana Democrat, providing for the election of the President and Vice President of the U. S. by a direct popular vote.

In a companion action at the Benjamin Franklin Hotel, the Council also called upon Congress to lower the voting age to 18.

The Council said the Bayh proposal represents a "vast improvement" over the present Electoral College system which "makes it legally possible for double-dealing electors to ignore the preferences of those voters who chose them, and opens the door to the possibility that a candidate who receives less votes than his opponent can be elected President."

PAGINATION INCORRECT

JBAM & BC JUN 1969

Thompson Report Exposes Extent Of Violations by Textile Bosses

By PAM WOYWOD
Staff Writer

It was the second morning of the 1968 TWUA convention. The mood of the delegates up to this time had been one of pride and rejoicing for the past years' achievements. In addition, there was enthusiasm and hope for the future.

However, as the morning wore on, the mood shifted drastically. The speaker for that morning session was Rep. Frank Thompson Jr., (D.-4th) of New Jersey. It was his speech to the assembled delegates which caused the shift in mood. The speech was the result of his having chaired the House special subcommittee on labor during 1967 and 1968.

Much of it was a grim account of the testimony he had heard over those long months. It was obvious that those months had shaken his faith in the National Labor Relations Act and its power to deter unfair labor practices.

He first explained that he and his fellow subcommittee members had heard that some employers deliberately flouted the law and got away with it. Therefore, they decided to hold public hearings in order to test the truth of these "rumors."

"We were ably assisted by officers, employees and members of this great union," he reported. "President Pollock was one of our lead-off witnesses. He presented an overall picture of labor-management relations in the southern textile industry which was almost unbelievable. The testimony left no doubt that some employers deliberately violated the law."

The complete report of those hearings has now been published. Most of our readers are fully aware of the horrors that were testified to in those hearings even though they, themselves, might not have had the same miserable experiences. *Textile Labor* readers don't have to be reminded what their brothers and sisters have gone through.

However, what our readers would be interested in learning from that report is the large part TWUA members and staff played in helping the congressmen come to the above judgment, how the report spurred the congressmen into making recommendations for solving the problems. One has only to read the report to realize that TWUA has made a significant contribution to the future history of labor and legislation for justice for all of the employed in this nation.

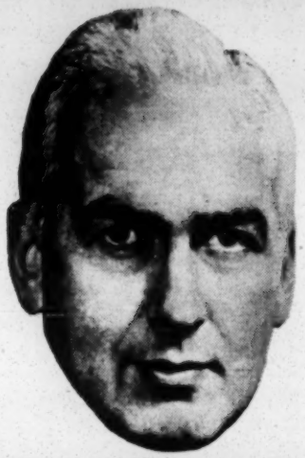
In his testimony, Pollock clarified the entire malicious plan that employers carried out against employees who wanted and needed union representation (See TWUA pamphlet, "Conspiracy in Southern Textiles").

The subcommittee's report borrows heavily from his testimony. He recounted the fact that all of these employers followed the same pattern in stopping or breaking union activity: the language of the propaganda was the same; there was a predictable schedule of harassment and job-firings; the same unacceptable demands were offered by management in any negotiation; and, if a company had plants in the north and south—these practices usually took place only in the south.

Finally, the same law firms and management-consultant firms popped up in each case.

The testimonies that followed documented TWUA's premise that there was a well-planned and determined conspiracy to defraud workers of their rights and to disregard the law. It was also clear that the penalties for so doing were less than the gains made from union-busting and the domination of employees.

Page after page of the report features TWUA members and organizers telling their stories of beatings, arrests for leaflet distribution, refusals from local organzations to rent halls to them and intimidation from foremen and other



REP. FRANK THOMPSON JR.

company officials. They also told of community "big-shots" discriminating against them by using bank loans or doctor bills to force union members into a corner. Criminal acts by police and local sheriffs occurred in every testimony. Jobs lost, suits filed, delays, delays and delays—and when the last ruling was made, those who had survived got little more than their back pay.

Our people were not the only ones to tell these stories. An organizer from the United Auto Workers told of his experience in Nebraska where no one would rent a motel room to him until he got 50 miles away from the target town. Then the local banker called in the loans of workers who signed cards. A local lawyer called men in to warn them of what would happen to them if they didn't stop trying to organize.

Meat cutters in Tennessee and clothing workers in Georgia were fired and their organizers beaten.

Everything that has happened to us has happened to other unions . . . and not just in the south. It was obvious that the tactics learned in the southern mills were creeping into newer and wider areas. The employers learned that the Labor Relations Act could be ignored. And, if these tactics aren't stopped, labor will be forced back into the decades of the pre-Wagner Act.

TWUA and all union members should give great credit to the fore-

Report Is Searing Indictment of . . .

sight of the subcommittee members for their immediate grasp of this fact. Their recommendations would go far in stopping this galloping rush toward the garbage trough that employers consider to be employees' rights.

Textile workers can take further pride that these recommendations follow closely those that TWUA outlined in a brochure entitled, "The Hollow Promise":

- Double and treble damages to be assessed against violators of the law;
- Disqualification from government contracts for repeated violators;
- Immediate reinstatement for employees who have been found to be improperly discharged—even if an appeal is to be made;
- Those who live or operate in the community and are acting in the employer's interest should be considered in the same category as agents of the employer.

In addition to the above recommendations that TWUA asked for in direct testimony, the congressmen offered others. These arose from hearing the long recitals of woe and hardship from TWUA and other union members.

- Enforcement of the Civil Rights Act that forbids surveillance and beatings of persons pursuing their rights;
- In those localities which forbid leafleting or contain traffic ordinances prohibiting the same on roads and highways, "NO TRESPASS" signs on the company property will not be considered reasonable and could cause the NLRB to rule an election invalid;
- If an organizer, etc., is arrested under unconstitutional ordinances, he may remove his case to a federal court immediately;
- The NLRB can deny the right to counsel or practice before itself to any law firm which advises violation of its laws;
- The NLRB can delegate greater finality to its examiner's decisions and refuse to review unless two or more of the board decide a case warrants review;
- NLRB rulings should be self-enforceable and not dependent on court rulings.

It was the testimony of these four TWUA members plus that of General President William Pollock, second from right, and others, which stunned the Special House Subcommittee on Labor during hearings in 1967 and 1968 into realizing the extent of violations of the law by textile employers.

What these mean in relation to a union person's life can be illustrated in the following fictitious but easily identifiable case:

Jim West and Bill Cord telephone the nearest TWUA office and ask for some help with their problems in their mill. The employees of Storm Mills are upset about the low pay, promotion by favoritism and the meanness of some foremen. They had agreed that a union could help.

After a call, an organizer from the union arrives in town and calls a meeting. At the meeting, the organizer explains how an organizing campaign is carried on, and all agree to work.

It is discovered that their town prohibits leaflet passing on the streets. The plant is located on the highway and there is a law against slowing traffic, etc. The only available place to pass their leaflets inviting workers to an organizing meeting is at the gate. Bob Merritt, the organizer, and a few of the men who are free during the morning shift, stand out at the gate on Wednesday morning and hand out the leaflets.

The next morning, when they arrive at the gate, there are "No Trespass" signs everywhere and five or six guards at the gate. They leave. (*Under the recommendations, the signs could become an immediate cause for an NLRB ruling. See below.**)

On Friday, the director of the community hall phones Jim and says that their rental permit has been canceled. The men decide to hold the meeting in the supermarket parking lot, which is empty after 7 p.m. While the speeches are being made, the chief-of-police and eight policemen appear and order the people to go home. When some angry shouts are directed at the police, the chief gives the "go-ahead" and arrests are made, plus some beatings.

Those arrested remain in jail for a week because the judge cannot seem to be found to arrange bail. (*Under the recommendations, a lawyer, representing those arrested, could go to the federal court and immediately remove these cases to the federal court, thereby releasing the people from jail and later exonerating them during the trial—violations of the right to assemble.*)

That night, Bob observes a car following him everywhere he goes. When he returns to his motel, it pulls in the motel court and four men go into the motel coffee shop. Bob goes into his room and tries to get a few hours of sleep. It is 3 a.m. A half hour later, a knock on the door jolts him awake. No one answers his, "Who's there?" He doesn't open the door. Finally, "Sheriff's office" reassures him and he opens the door. The four men, one in a deputy's uniform, enter and start hitting him with rubber hoses. His papers are torn

Policemen, Attorneys, 'Agents'

up and some are stolen. Although no bones are broken, he is badly bruised and has a slight concussion.

(*The recommendations state that this is a civil rights case and can be prosecuted under the 1968 Civil Rights Act. The rights violated in this case are free speech, free assembly and the right to organize a union.*)

Therefore, Bob could and should file a suit in the federal court.

In spite of all this harassment, 72% of the workers in the plant sign the cards and these are filed with the NLRB, calling for an election. During the waiting period until the board can order an election, company officials and their lawyers force the workers to attend meetings in the plant. The lawyers warn the workers that their jobs are in jeopardy if they continue to organize.

(*The report would have the lawyers and their firm barred from any further practice before the NLRB again. Now a firm cannot retain a client if one of its functions is eliminated, so this is a real threat.*)

Jim and Bill are fired and an unfair practices suit is filed. While they are awaiting the hearing, the election is held and the union loses. (**The recommendations would allow a new election because of the signs.*)

Four months later, the trial examiner hears Bill's case and he wins. (*Now, under the recommendations, two things can happen. First, if the trial examiner has more finality, Bill's case probably won't be reviewed and if the NLRB's decisions are self-enforceable, the case won't have to go to court. Secondly, Bill will be reinstated immediately. This would be true even if appeals were made. He would be working while they are in progress.*)

The second point is of greater importance. In addition to the problems it solves for the discharged employees, it cuts into the central nerve of the employer's strategy, as quoted within the report, "It's cheaper to fire employees mixed up in union affairs, even if you have to pay their back pay."

Reinstatement will offer them no advantage to fire the employee. Being fired will not work as a scare tactic nor as a means of cutting-out the leaders. The salary lost hurt the discharged employee so much that it had been the main terror tactic, much more than physical abuse. If there were a number of firings, there also were corporate savings in interest and tax losses.

(*The recommendations would double or triple any back salary losses, which would be a further deterrent. None of these recommendations would affect the honest employer who discharges an employee for a validated evaluation of his performance on the job.*)

We come next to those community "leaders" who harassed the employees —the bankers who threatened them with foreclosures on their mortgages; the doctors who refused treatment unless cash was prepaid from men and women whom they knew had no money; the merchants who harassed the workers about their bills and counseled "making up" with the boss; the minister who preached sermons about "union servants of the devil, bent on destroying the town"; etc., all of these are presently untouched by the law as they do not fall within the definition of "agent". The congressmen would change that definition and also consider their actions an unfair labor practice.

The biggest "club" of all, the one that would be the deciding factor in stopping these practices, is to prohibit these employers, such as J. P. Stevens, for example, from bidding on federal contracts. As repeated violators of the law, they finally would be treated as the criminals they are. (See page 6).

This is what these recommendations would mean to working men and women everywhere, but especially in the south. The undersigned of the report, Reps. Thompson, James O'Hara, Hugh Carey, James Scheuer, John Brademas, William D. Ford, Carl Albert and Ogden Reid, are willing to fight for these recommendations in Congress.

However, as one informed source stated in an interview, "This Congress is not going to pass any labor legislation on the employees' side. The subcommittee was dissatisfied with its original bill after the hearings, but even that bill could not have made it through. They hope to hold further hearings this year on the sections controlling "negotiations in good faith," after the parent committee (Labor and Education) is finished with its business."

He further pointed out, "Except during the hearings, there has been little publicity on the report. We are in great need of articles of the type your union is doing and the publicity TWUA and other unions can give to these issues. Only then can voters return congressmen to Washington who will enact fair legislation for employees."

TWUA returns the compliment and pledges to spread the important information contained in the report to its membership and, through them, to the greatest number of voters it can reach.

At a TWUA rally in Charlotte, N.C., on Feb. 24, 1968, Rep. Frank Thompson Jr. gave his wholehearted support to workers who were illegally discharged by J. P. Stevens. Here, the Congressman congratulates Shirley Hobbs for the courage she displayed after being harassed and then fired by Stevens. For an account of the vicious way Stevens treated Mrs. Hobbs, see page 6.

TEAM — RC

Stevens Contemptuous? Is the Sky Blue?

J. P. STEVENS, like the villain in a 19th Century melodrama, may be on the verge of getting its just desserts. . . . for the NLRB has asked a federal Appeals Court to find the company guilty of contempt for disobeying two previous orders to stop violating the rights of its employees.

As TWUA members well know, Stevens is the nation's most notorious union-busting firm with a long series of NLRB findings and court orders against it. Though the contempt motion asks no criminal penalties, if Stevens —the nation's second largest textile concern and government - approved cloth contractor—is found to be in contempt, it will face criminal charges.

Though it would be impossible to reproduce the NLRB's 13-page petition against Stevens in a single page, a number of specific charges will be detailed so that the "unmitigated gall" of Stevens will not be lost in a sea of generalities.

On Sept. 1, 1967 the court entered its 13-point decree against Stevens, the essence of which was for the firm to stop discharging, forcing the termination of, spying on, interrogating, interfering with, restraining or coercing its employees in the exercise of their right to form, join or assist TWUA.

Just how flagrantly Stevens flouted this decree is recorded in the NLRB's report of the occurrences at Stevens' plant in Rock Hill, S. C., from Dec. 22, 1967 to March 22, 1968:

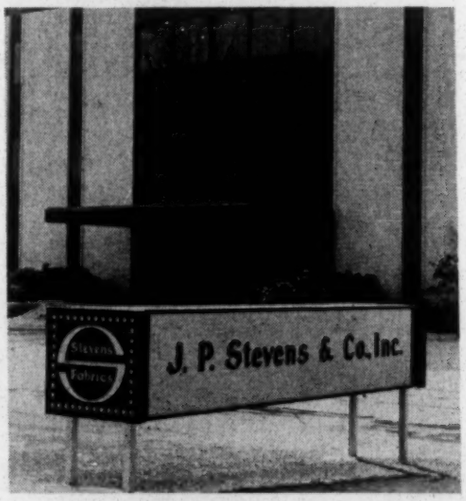
(1) On about Dec. 22, 1967, Stevens, through Max Bowers, its personnel manager, interrogated Gerald Rodgers as to Rodgers' knowledge of the union activities of a co-worker, Bobby Thompson; solicited Rodgers to report anything he heard about Thompson's activity on behalf of the union; and further interfered with and coerced Rodgers in the exercise of his protected rights by warning that the company would terminate the employment of union activists.

(2) Approximately seven days later, Bowers questioned Thompson as to his union activity; threatened Thompson with reprisals and encouraged Thompson to withdraw from the union.

(3) On about Feb. 7, 1968, Stevens, through Charles Ford, its weaving-room overseer, interferred with and coerced Thompson, and discriminated against him by (a) preparing and reading to him a "write-up" relating to Thompson's conduct on Dec. 19, 1967; (b) by imposing a restriction of Thompson's movements throughout the plant.

(4) Three days later, or thereabouts, Ford warned Thompson of the futility and uselessness of his activities on behalf of the union, accusing Thompson of causing "trouble" by soliciting for the union. Ford then fired Thompson.

(5) Approximately Feb. 9 and March 13, 1968, Stevens, through Bowers, interrogated Rodgers concerning the union activity of other employees; on the latter occasion, Bowers questioned Rodgers as to Rodgers' participation in concerted activity and solicited Rodgers in surveillance of the union activities of his co-workers and to report those activities to Stevens.



The NLRB report then goes on to list 25 violations at other Stevens' plants.

But perhaps the most notorious example of the virtually totalitarian, almost sadistic way in which Stevens treats employees who exercise their lawful right to join a union is the case of Shirley Hobbs:

On about Feb. 6, 1968, Pete Rawlings, acting on behalf of Stevens, interrogated Mrs. Hobbs — who had been previously reinstated by the court's decree—concerning the tape recording she had made on her own time of a notice posted by Stevens on the bulletin board which dealt with the union and the court's decision, and Rawlings demanded that she relinquish her tape recording, thereby interfering with, coercing and restraining her in the exercise of her right to engage in protected union activity.

The next day, Mason Lee, acting on behalf of Stevens, issued Mrs. Hobbs an adverse written personnel action report because of her ties with the union.

At various times from her reinstatement on Jan. 3, 1968, to her second discharge on March 13, 1968, Mrs. Hobbs was harassed and intimidated by Stevens through Rawlings, James Alston, assistant overseer, and other Stevens' officials with the intent of forcing her to terminate her employment.

From about Feb. 20, 1968 to March 13, 1968, Stevens, through Ray Mabry, distributed the production work so that reinstatee Shirley Hobbs was given the more difficult work to do and could not make her production quota.

Finally, on approximately March 13, 1968, Stevens, through Rawlings and Mason Lee, unlawfully discharged reinstatee Shirley Hobbs and thereafter refused to rehire her because of her continued support of the union.

It's a sad commentary on the 20th Century when a company with 19th Century concepts is allowed to perpetrate such grave injustices. It's even more lamentable that the current Administration, in what might be described as something less than infinite wisdom, has seen fit to encourage these injustices by granting Stevens a fat government contract.

If ever a company deserved to be taught the meaning of justice, that company is Stevens. As for the word contemptuous, it is not a word that merely describes Stevens. It is a word that is synonymous with Stevens. Therefore, let us hope the court will find Stevens guilty of contempt, thus paving the way for criminal action and also permitting Justice to get up off the ground.

Team file

experimental manpower program—one designed wholly for a research evaluation. There is now growing emphasis on such research experiments, and it is hoped that they will spread to the evaluation of manpower policies.

Wages in textile mills

Straight-time earnings of production and related workers in cotton and man-made fiber textile mills averaged $2.06 an hour in September 1968. The mills covered by the BLS survey employed 340,200 workers in their regular textile operations.[1] Nearly all of these workers had earnings between $1.60, the Federal minimum wage for manufacturing, and $3 an hour; earnings of the middle half ranged from $1.80 to $2.28 an hour. Men accounted for nearly three-fifths of the work force and averaged $2.13 an hour. Women, mostly employed as battery hands, spinners, weavers, and yarn winders, averaged $1.96.

The $2.06 wage level was 18 percent above the $1.74 average recorded in similar studies in September 1965.[2] This rise in average earnings was largely the result of general wage increases granted annually during the 3-year period. Regionally, average hourly earnings advanced 13 percent in New England, about 19 percent in the Middle Atlantic and Southeast regions, and 25 percent in the Southwest. Table 1, based on BLS surveys in cotton and man-made fiber textile industries since 1954, indicates that the traditional wage differential between New England and the Southeast has virtually disappeared. Since September 1965, employment was up approximately 8 percent in the Southeast and Southwest regions and down by a similar percentage in both New England and the Middle Atlantic States.

In September 1968, workers in the Southeast accounted for nearly nine-tenths of the employment and averaged $2.06 an hour. Averages in the other regions were $2.07 in New England, $2.11 in the Middle Atlantic, and $1.91 in the Southwest. Earnings levels also varied by size of community, size of mill, scope of mill operation (i.e., spinning, weaving, or both operations), and type of product manufactured. Although these factors contributed to the regional variations noted above, others, including general differences in pay levels among regions, were also important.

Table 1. Wage differential between New England and Southeast regions, 1954–68

Date	Average hourly earnings in New England as a percent of Southeast averages
November 1954	112.7
August 1960	109.7
May 1963	109.9
September 1965	106.4
September 1968	100.5

Table 2. Average hourly earnings by occupation, September 1968

Occupation	Number of workers	Average hourly earnings
Battery hands	12,193	$1.84
Doffers, spinning frame	12,771	2.17
Drawing frame tenders	4,658	2.00
Inspectors, cloth machine	9,053	1.92
Loom fixers	15,252	2.72
Spinners, ring frame	24,370	2.00
Truckers, hand	10,526	1.78
Weavers	29,064	2.37
Winders, yarn	33,104	1.93

Cotton textile mills employed 201,220 production workers and manmade fiber textile mills, 138,980. Earnings of both groups averaged $2.06 an hour. In New England and the Southeast, the only regions permitting comparisons between the averages of the two groups, differences amounted to 1 cent an hour. Nationally, earnings in both sectors advanced 18 percent since the September 1965 surveys; employment, on the other hand, declined 8 percent in cotton mills compared with an increase of 38 percent in manmade fiber textile mills. Mills were classified according to the principal type of fiber used in manufacturing at the time of the survey. Modern textile machinery facilitates shifting from one fiber to another, and part of the employment changes noted between the 1965 and 1968 surveys undoubtedly reflects this versatility.

The occupations surveyed separately were selected to represent the wage levels and the types of skills and manufacturing operations in regular textile departments. Nationwide averages for a few of the occupations studied are shown in table 2.

Seven-tenths of the production workers were paid time rates, usually under formal systems providing a single rate for a given occupation. Incentive wage systems, nearly always based on individual piecework, applied to the remaining production workers. Numerically important occupations usually paid under incentive wage systems

From Monthly Labor Review June, 1969
(Bureau of Labor Statistics, U.S. Dept of Labor)

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included spinning frame doffers, slubber tenders, weavers, and yarn winders.

One-sixth of the production workers covered by the survey were employed in mills with labor-management contracts covering a majority of their production workers. This is considerably below the extent of unionization in all manufacturing industries combined. Regionally, the proportions of workers in mills with labor-management contracts were: Nearly three-fifths in New England, about one-half in the Middle Atlantic, one-eighth in the Southeast, and less than one-tenth in the Southwest.

Work schedules of 48 hours a week were in effect in mills employing nearly three-fifths of the work force in the Southeast. In the other three regions, 40-hour schedules were predominant, applying to about seven-eighths of the workers in New England, seven-tenths in the Middle Atlantic region, and nearly three-fifths in the Southwest.

Slightly more than one-half of the workers were employed on late shifts. From 25 to 30 percent of the workers in each region were employed on second shifts and generally did not receive shift differential pay. The proportions of workers on third shifts ranged from about 16 percent in the Middle Atlantic region to nearly 25 percent in the Southeast. Third-shift workers usually received 5 cents an hour above day rates in the Southeast and Southwest and 7 cents an hour in New England; in the Middle Atlantic region, the most common single provision was 10 percent above day rates.

Paid holidays and paid vacations were provided to a large majority of the workers. Paid holidays, granted to nearly seven-eighths of the work force, usually amounted to 6 days or more annually in New England and the Middle Atlantic region and 4 days or less in the Southeast and Southwest. Typical plans on paid vacations, usually based on percentages of annual earnings (for this study, percentage payments were converted to an equivalent time basis) provided 1 week's pay after 1 year of service and 2 weeks' after 5 years. Provisions for 3 weeks after 15 years of service applied to less than one-tenth of the workers.

Life, hospitalization, and surgical insurance benefits, for which employers paid at least part of the cost, were available to nearly all of the workers. Other types of insurance, such as sickness and accident, basic medical, and catastrophe, covered between one-half and two-thirds of the work force.

Retirement pension plans, other than Federal social security, covered two-thirds of the workers; regionally, the approximate proportions were one-seventh in New England, one-third in the Middle Atlantic, two-thirds in the Southwest, and seven-tenths in the Southeast. Pension benefits were usually predetermined and not based on profits. Plans providing lump-sum payments at retirement applied to slightly more than one-tenth of the work force. Such plans covered one-half of the workers in New England, compared with one-eighth or less in the other regions.

The survey covered establishments employing 20 workers or more and primarily engaged in manufacturing yarn (or thread) and broadwoven fabrics (12 inches or more in width) of cotton, man-made fibers, or silk. Earnings information developed by the survey excludes premium pay for overtime and for work on weekends, holidays, and late shifts, and is not comparable with gross average hourly earnings published in the Bureau's monthly hours and earnings series. A comprehensive report on the survey is expected to be issued late this summer. An advance tabulation of national and regional data and separate releases for some States and areas are available upon request to the Bureau or any of its regional offices. □

—Charles M. O'Connor
Division of Occupational Wage Structures

FOOTNOTES

[1] Earnings data for an estimated 26,157 workers employed in bleaching, cloth dyeing and finishing, and fabricating departments are excluded from earnings information in this article. These workers, however, were included in developing the proportions of production workers in mills providing selected supplementary benefits.

[2] See Charles M. O'Connor, "Earnings in Synthetic Textile Mills, September 1965," and George L. Stelluto, "Earnings in Cotton Textile Mills, September 1965," *Monthly Labor Review*, July 1966, pp. 762–768.

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TEAM

NEW YORK TIMES 3

JUL 28 1969

Negro Hiring Is Up In Textile Industry

WASHINGTON, July 27 (AP) —he textile industry's employment of nonwhites has reached 10.6 per cent of the work force, the American Textile Manufacturers Institute reported today.

In 1960 nonwhite employment in the industry was 3.3 per cent. This year there were 105,000 nonwhites among 993,000 employes, the institute said.

In the first three months this year 11,000 Negroes were added to industry payrolls, the report said. It added that almost all the nonwhite employes were Negro.

For the first time the percentage of Negroes employed in the textile industry is above the 10 per cent for all manufacturing in this country, accordingto the Institute.

In a separate development, Dun & Bradstreet, Inc., reported that seasonal layoffs and vacation closings lifted the level of initial unemployment claims for the fourth straight week, pushing them to a six-month high of 271,300 in the week ended July 12.

Filings edged 1.3 per cent above the week before, it said, topping the 242,600 of the year-earlier six months.

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HURRICANE CAMILLE BLOWS HOUSE ONTO TRAIN TRACKS NEAR GULFPORT, MISS. (AP)
Winds Of 150 Miles Per Hour Hit Gulf Coast Area; Fatalities Reached 22

7/6 Am News, Tues 8/19/69, P.1

Windows Broken Following Picketing of Store Here

Small bands of Negroes roamed the streets of Florence Monday night breaking out store windows and tossing rocks at cars following a day-long picketing of an open air market and a mass meeting with city officials.

At midnight the open-air market was set afire and Florence firemen answered the call and extinguished the flame.

Florence police and several cars from the State Highway Patrol patrolled the city and at least five arrests were reported. The young men, ages 14 to 20, were booked on disorderly conduct charges.

The windows of Home Furnishing Co. at 204 N. Dargan St. were broken around dark and several car windows were reported broken in the vicinity of N. Coit Street and Sumter Street, where Negroes picketed an open air market throughout the day. The pickets said they were seeking to get the owner Charles D. Smith, to close the store ecause of a series of complaints which have arisen over several months.

Later Monday night auto windows at Horne Ford Inc. were broken and police reported the smashing of windows of several grocery stores. Most of the incidents took place in North Florence.

Police also reported that rocks had been thrown at a number of moving automobiles.

During the day, Negro residents picketed the Little Farmer's Market on North Coit at Sumter in an effort to get the white owned market operating in the predominantly Negro section closed.

At a mass meeting held at 3 p.m. at the Majority Baptist Church, located across the street from the market, Mayor David H. McLeod, asked the more than 200 assembled pickets for their cooperation and urged them to obey the law in conducting their protest.

After the meeting, Mayor McLeod and City manager Powell Black crossed the street and spoke with Smith. Smith

(See WINDOWS, Page 2)

Piedmont Airlines Resume Service

Limited operations have been resumed by Piedmont Airlines following a court order instructing striking pilots to return. See Page 3.

"Unstoppable rejection" has been blamed in the death of heart recipient Philip Blaiberg. See Page 9.

A boat operator has been quizzed as to a three-death collision on Lake Wylie. See Page 12.

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WEATHER — Continued partly cloudy and warm through Wednesday with chance of showers. High today low 90s; low tonight mid 70s. Details, Page 3.

... Windows

(Continued from Page 1)

then closed his market, even though pickets continued for an hour.

Pickets numbering six to eight, walked in front of the store for most of the day and after the meeting increased to about 20 just before the store closed. Groups of supporters gathered across the street to give support to the pickets, including more than 200 after the meeting broke up. The crowd was made up of all ages, but was predominantly young.

The pickets carried home made posters urging residents not to buy from the market. Many carried the initials of the Southern Christian Leadership Conference on their posters.

Robert Roberts, president of the Pee Dee Conference of the Southern Christian Leadership Conference said the protest was an attempt to make the store close.

The store has been the scene of alleged disturbances between Smith, a white man, and Negro customers.

Smith could not be reached for comment Monday night and it was not known whether the store would open Tuesday. Roberts said the SCLC and other community groups sponsoring the protest, plan to continue the picketing if necessary.

Police Chief Melvin D. Adams said that during the day the demonstration remained orderly with the exception of a brief flare-up in the morning when rocks and bottles reportedly were hurled. Two uniformed police officers were on duty at the store during the day, with that number increased during and after the meeting. Sheriff's department officer's were standing by. Several special agents of the State Law Enforcement Division (SLED) were dispatched to Florence as observers.

ARRESTS MADE AUGUST 19, 1969
ARRESTS MADE AUGUST 20, 1969

NAME	AGE	CHARGE
Leon Matthews	12 - To Family Ct	Breaking and Entering(Farmer's Mkt.)
Big Ct Roosevelt Bridges —	27	Breaking and Entering(Farmer's Mkt.)
Franklin James —	18	Breaking and Entering(Poston's Groc.)
James Dixon —	17 Bonded 8/20 - Greene	Violation Section 46-287 (Disobedience to Police Officer)
HD Ellis Briggs —	17 - Bonded 8/20 - Greene	Violation Section 46-287 (Disobedience to Police Officer)
Boyd Peterson —	19 Bonded 8/20 - Father	Violation Section 46-287 (Disobedience to Police Officer)
Chalmers Ham #30	21 Bond Forfeited	Loafing and Loitering
Cleveland Burch "	20 "	Loafing and Loitering
Frank Harrison "	20 "	Loafing and Loitering
Charlie McCants "	21 "	Loafing and Loitering
Arthur Sumter "	19 "	Loafing and Loitering
Charlie Fulton —	20 forfeited Bond 8/20/69	Loafing and Loitering
Johnnie Morris #30	21 Bond Forfeited	Loafing and Loitering
Curtis Alexander "	20 "	Loafing and Loitering
Barbara Wilson —	18	Loafing and Loitering
Jimmy L. Howard #30	21 Bond Forfeited	Loafing and Loitering
Willard Woodrow Hall	40 W/M Jury Trial " "	Loafing and Loitering David Harwell
Willard Woodrow Hall	40 W/M	Unlawful Weapon (Knife) + Shad Salisbury
William M. Sutherlin #30	55 Bond W/M Forfeited	Loafing and Loitering
Aggie Lee Holloman "	27 " "	Loafing and Loitering
Mary Sue Johnson —	21	Loafing and Loitering
Johnson Cooper	21 Bond put up - unknown	Loafing and Loitering
Tommy Johnson	16 Family Court	Loafing and Loitering
Ernest Scipio	15 - Forfeited Bond 8/20/69	Loafing and Loitering
Eugene Johnson	15 " "	Loafing and Loitering
Howard Brown	16 Forfeited Bond 8/20/69	Loafing and Loitering
Ellis Anderson #30	38 Bond Forfeited	Loafing and Loitering
Crawford Turner "	25 " W/M "	Loafing and Loitering
Larry Polson "	19 " W/M "	Loafing and Loitering
William Ford "	24 " W/M "	Loafing and Loitering
David Brown —	27 —	Loafing and Loitering

the language of the court or beyond

Flo Morn

Racial Progress a Task for All

Flo Morn A.M. News, Wed. 8/20/69, P4

A flare-up of street disorders in North Florence Wednesday involving mostly Negro youths was hopefully but a passing demonstration. Florence citizens, both white and Negro, have sought too hard to avoid such acts to be burdened by them. We make no attempt at this point to assess the causes, real or imagined, which led to the incidents. But we call upon the leadership of both races to exert every effort to settle the differences without further resort to disorderly conduct.

Florence, like all cities, has unsolved problems. Though the city's record for good race relations has gained recognition far beyond the city and the state, no one claims that problems do not exist. By the very nature of the times, not to mention many previous years of neglect, there are problems that must be pursued with continuing diligence. But not many problems lend themselves to instant solution. And what progress has been made — of which there has been much in Florence, thanks to the efforts of many white and Negro citizens working together — can be easily destroyed by irresponsible acts.

There are strong forces at work in this city which promise only good for white and Negro alike. Not the least of these are wholesome attitudes existing between white and Negro leadership and among the masses of our citizens generally. Such attitudes are the leavening influence for easing tensions, correcting problems, and providing equal opportunity for all.

The years ahead are bright ones indeed if we but will them so. But it must be a collective will, void of conflict stemming from disregard of the rights and needs of others, and careful not to engage in acts that incite tensions and feed prejudice. To that end, we urge all citizens, of whatever creed or color, to bend their continuing efforts.

Based on reports we have received of the Wednesday night incidents, Mayor David McLeod gave strong leadership in keeping the situation from blowing up into something far worse, and that city police showed commendable restraint in dealing with unruly groups. But it should be emphasized that due preservation of law and order requires that restraint must give way to all necessary force if and when a point is reached that only force is effective. We hope and pray that this point may not be reached. We are certain that the overwhelming majority of Florence citizens of both races share this feeling.

Florence Racial Disorder Leads to 10 More Arrests

Florence Morning News Thursday 8/2/68, P.1

Ten arrests were made late Wednesday night as racial unease continued in Florence for a third straight night. However damage was considerably less than the two previous nights, according to reports.

Four of those arrested were young white men, ages 24 to 35, who were charged with disobedience of a police officer about midnight. The other six were Negroes, four of them teenagers. Three were charged with breaking glass in the street and the other three with disorderly conduct.

The disorder, growing out of picketing Monday of an open air market in North Florence by Negro residents, did not start Wednesday until about 9:25 p.m. when the first report came of an object being thrown at a police car. It was a minor and isolated incident.

It was relatively quite until about 10:30 p.m. when it was reported that a window had been broken in the 200 block of North Dargan Street.

At about that time arrests started being made by police. Three youths — one 14 years old and the other two 17 — were booked on charges of breaking glass in the street at about 10:25 p.m. A few minutes later, two other persons, one 20 and the other 22, were arrested on disorderly conduct charges about 11 p.m. an 18-year-old was charged with disorderly conduct.

A report that five sounds of gunfire came from the vicinity of the 300 block of North Dargan could not be confirmed by police. They said it could have been firecrackers. It was heard by officers from a distance. Police have not fired any shots. broken windows were checked out by police, but proven false late Wednesday night.

The disorder came Monday night in Florence and Tuesday night despite Little Farmer's Market operator Charles D. Smith's agreement to close his store after a meeting with city officials. The picketing stopped after closed signs were posted on the market at Coit and Sumter streets.

Police arrested three persons Tuesday night between 9 and 10 p.m., charging them with breaking and entering.

Between 12:02 a.m. and 2:14

(See NEW, Page 2A)

. . . Racial Disorders

(Continued from Page 1A)

a.m., Wednesday, 27 persons were arrested. They were mostly teenagers. Of that number, three were charged with disobedience to police officers and one was charged with carrying an unlawful knife. The rest were charged with loafing and loitering.

Judge C. C. McDonald, city recorder, forfeited bonds of $30 each for 17 of those charged with loafing and loitering when they failed to appear in court.

He transferred five of the arrested to Family Court because of their ages. They were less than 17 years old, and were released to the custody of their parents, pending a juvenile hearing in Family Court.

Two of the arrested were remanded to the jurisdiction of General Sessions Court to face charges of housebreaking. There were only two remaining in jail late Wednesday night.

Six released on bonds have requested jury trials. Unless a special session is called for jury trials, the next term of jury trials in city court is Sept. 25 and 26.

During the Wednesday night disturbances, Ptlm. Willie Sam Eagerton was injured on the arm by a brick hurled at him. He had a minor laceration and bruise.

Several police cruisers were dented by missiles of rocks, bottles and broken pieces of concrete.

An unmarked police cruiser, used by high-ranking police officials, was pelted by missiles in the vicinity of the Little Farmers Market. The windshield was shattered by rocks.

Throughout the daylight hours Wednesday, there was no activity of a disorderly nature on Florence streets. There were no reported meetings, rallies or gatherings of Negroes or community leaders.

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ly cloudy through Friday with
. High today 86 to 92; low to-
3A.

Florence AM News
5/7/69 P. 1

HEW Considering District's Modified School Zoning Plan

By TOM ENGLISH JR.
Morning News City Editor

A modified zoning plan to accomplish total desegregation in Florence School District No. 1 by 1970-71 has been presented to the U.S. Department of Health, Education and Welfare.

The plan, however, would jave some affect on the 1969-70 school term if accepted.

Attorney Laurence W. McIntosh reported to the district's Board of Trustees during a special meeting Wednesday night that a counter plan had been presented to HEW officials in Washington on Tuesday. He said several parts of the plan was questioned in the nearly three-hour meeting, but that it is being considered.

The biggest question mark, and what the entire district plan hinges on, is a transfer provision for students who would be zoned into certain schools based on the area in which they live. The district's zoning plan is in keeping, as much as possible, with the neighborhood school concept. It would do away with "freedom-of-choice" which is now being used.

Under the plan, students would attend a school in their specified zone unless they could qualify for a transfer outside their attendance area. There are three transfer provisions in the board's plan.

One allows members of a minority race in the district to transfer outside of their attendance area provided space is available at the school sought and the student furnishes his own transportation. Since Negroes constitute a minority race within this district, this provision would allow them to transfer to schools outside their neighborhoods.

A second transfer provision allows a student who constitutes a minority race within the school of his attendance zone to apply for transfer. This transfer likewise depends on space being available at the school to which the transfer is sought and the student furnishing his own transportation. In operation, this provision would allow a white or Negro student who ends up as a minority within a particular school to apply for a transfer to the school of his choice.

The other provision for transfer would allow students desiring a course not offered in the junior or senior high school of their attendance zone to transfer to a school offering the desired course. Again, this would be approved only if space is available for the course or courses desired.

The school board voted Wednesday night to instruct Superintendent Henry L. Sneed to study bus routes and shift them to accomplish as much desegregation for 1969-70 as possible. This action came after the board was told that HEW officials were adamant that some progress must be made toward further desegregation during the coming school year.

Sneed was told that any plan he came up with to present to HEW for this fall must remain within the framework of implementing the total plan for 1970-71. In effect, it would be working toward and starting on the plan this year with an aim toward completing it the following year.

(See SCHOOL, Page 2-A)

ɪLUMBIA

File - Florence Edit

Homes Adopt ɪnishment Policy

joint legislative committee on charges of abusive treatment of inmates and mismanagement in state juvenile institutions.

Sen. E. N. Zeigler of Florence, chairman of the committee, called it "splendid" when Shivers said an overall policy will be adopted for all four of the institutions, three near

by four staff members while another whipped her. On some occasions, each of those holding the girl "got a chance" to apply licks.

Shivers said that he first learned of the "across the bed" punishment of the girls after a Christian Science Monitor reporter visited the schools as part of a nationwide study of juvenile corrections institutions.

He said when he learned of it, it was stopped.

(See PUNISHMENT, Page 2A)

Tornadoes Fatal to 14

GUARDSMEN PATROL MISSISSIPPI BEACHFRONT AFTER GOV. WILLIAMS PLACES AR

Troops Guard Against Looters In Biloxi Where Hurricane Camille Damaged A

Florence Morning News 8-20-69, Page 1 + 2 (over)

Negro Leaders Voice Appeal To Avoid Racial Disorders

About 200 Negroes, congregated at Cumberland United Methodist Church late Tuesday night, reportedly heard appeals from local black leaders to go home and prevent a major outbreak of racial violence.

While the group was being addressed, a statement issued by the local SCLC Executive Committee called for the white community to address themselves to the oppression of the local black community. The statement said that the local SCLC neither condoned nor supported action taking place in the streets of Florence, but expressed the feeling that those outbreaks were due in part to feeling built up over a long period of injustices against the black community.

At the late night meeting, leaders reported that they urged those assembled, many of them young people, to disperse and go home orderly without any more disorder which plagued the city Monday night, early Tuesday morning and early Tuesday night. (The meeting was a closed session.)..

Damage Tuesday night was reported somewhat greater than what was done Monday. Three arrests were reported in connection with the disorder. Windows in at least four firms were broken and reports of cars being pelleted by rocks and bottles were received from North Florence and several other places in the city...

The two nights of disturbances grew out of the picketing Monday of an open air market in North Florence by Negro residents.

The store operator, Charles D. Smith, agreed to close his store after a Tuesday morning meeting with city officials. The picketing stopped after closed signs were posted on the market. No disturbances were reported until about 9 p.m., when reports of cars being hit by rocks or bottles were received.

Three arrests were reported by police in connection with the disturbance, coming between 9 and 10 p.m. About 9:45 p.m. broken windows were reported in Poston's Supermarket, 365 N. Dargan St. and Cox-Fitz Motors on the Darlington Highway. Later reports said windows in several other businesses had been broken, primarily in North Florence.

Reports of cars being hit by bottles and rocks were not just confined to North Florence as they had been Monday night. Several incidents were reported in other parts of the city just before midnight.

A small fire in a trash bin in the rear of Jordan's Grocery

(See VOICE, Page 2

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Statement

The Executive Committee of the Southern Christian Leadership Conference in Florence asked Tuesday night that the white community "address themselves to the oppression, repression and alienation of black people."

In the statement, the SCLC said it does not condone, support nor subscribe to the actions presently taking place in Florence. That was apparently referring to scattered outbreaks of violence in the city.

The text:

"The members of the SCLC in Florence are concerned with all the injustices perpetrated against the black man in Florence. While we are genuinely interested in rectifying the many ills of Florence, and especially those perpetrated against the black man, we do not subscribe to, support nor condone the actions presently taking place in the streets of Florence.

"We do feel that the actions now taking place are an expression of the frustrations, anxieties and disappointments experienced by blacks due to the long tenure of injustices forced upon the black community.

"We therefore call upon the power structure and the total white community, which that structure represents, to immediately address themselves to the oppression, repression and alienation of black people in this community."

It was signed by Robert Roberts, president; C. Jasper Smith, W. P. Diggs, Mordecai Johnson, F. Nolan Sellers, James Cusaac Jr. and Hodges McLeod.

British Widen O

William C. Battle defeate Howell in Virginia's Democ for governor. See Lage 12.

British troops have taken o of all security forces in Northe See Page 16.

Pee Dee school districts ar kindergarten programs. See P

WEATHER — Partly clou showers today, tonight and T tonight mid 70s. Details, Page

. . . Voice Appeal

(Continued From Page 1)
on East Pine late Tuesday night was quickly brought under control with a hand fire extinguisher.

More than 200 Negroes attended an 8 p.m. meeting in Majority Baptist Church across the street from the Little Farmers Market, scene of the picketing, while groups congregated outside, mainly in a vacant lot across Sumter St. from the church.

The meeting, called apparently to consider a list of grievances to be presented to the mayor and city council by Negro residents, was closed to reporters by representatives of the local Southern Chrisitan Leadership Conference.

While the meeting was in progress, several cars travelling on Coit Street were hit by rocks or bottles.

First reports of bottle throwing came about 9 p.m. at the Coit Street location.

Earlier in the day after the market was closed, Ass't. Chief C. M. Garrison said placards were placed on the store by police, announcing that the store was closed. He said officers advised picketeers that the store would not reopen for business.

The demonstrators told police that they would not accept the information from police but wanted assurance from the mayor that the store would remain closed.

Mayor David McLeod met with the group of Negroes at 11:30 a.m. in Trinity Baptist Church, and advised them that Smith's store would not reopen. Reporters were not present at the meeting.

The mayor said the Negroes attending the meeting told him they had a number of "grievances" which they wanted to bring to his and city council's attention. Mayor McLeod said he asked that these grievances be itemized and submitted to him in writing.

After the brief meeting, pickets were withdrawn from the open air market. They did not resume their protest demonstrations during the day.

Mayor McLeod left the morning meeting and went to the police station where he held a brief conference with police officials, then affected the release of the five youths who had been arrested Monday night. He said he felt their release was justified.

Monday, after day long picketing of the market, and a mass meeting with city officials, reports of bottles and bricks smashing car windows and denting autos were received from the market area.

Late Monday night, a half dozen store windows were smashed, including Home Furnishing Co., where furniture was dragged out onto the street. Five stores which were damaged, were grocery stores which have mostly Negro customers.

About midnight, a fire was set at the open air market but it was quickly extinguished by firemen. Damage was negligible.

Except for the midnight fire at the market, order was restored in the city by 11 p.m. There was no significant activity afterwards until about 1 a.m. Tuesday, when a small fire was discovered at Sterchi Brothers Furniture warehouse on East Day Street. Firemen extinguished the blaze before it caused any significant damage.

and mayor. He has been a practicing lawyer for 23 years.

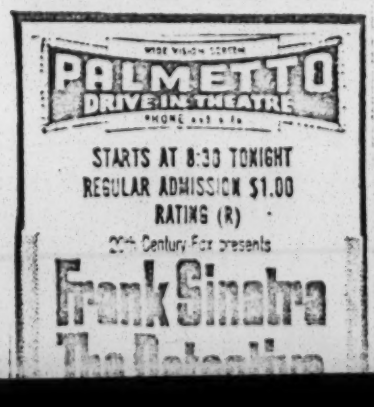
Brown talked to the home builders on the policies of the Nixon Administration as they affect his office and the builders. He told them the goal of the Nixon Administration is to have 26 million new housing units created in a decade, and this will represent rapid growth for the builders.

Brown praised the Columbia office of the FHA and said the workers attitude toward the builders was "to get together and accomplish something." The personnel know their jobs and are dedicated, he said.

Percy Farrell fielded questions from the builders about the Federal Housing Administration's program.

Queen to Visit

OTTAWA (AP) — Sources here report Queen Elizabeth II will be invited to visit Frobisher Bay and Yellowknife in the arctic next year during the centennial celebration of the Northwest Territories.



Florence Morning News

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James A. Rogers — *Editor*

THURSDAY MORNING, AUGUST 21, 1969

7/8 Riot-Idet

Initiative That Was Needed

An appeal by Florence Negro leaders reported in Wednesday's paper for the subsiding of unrest in the black community was an initiative on their part urgently needed. It bespoke their desire, along with that of the white community, that problems and frustrations be approached in a decent dialogue void of streets disorders.

At this writing, a list of grievances is scheduled for presentation to Mayor David H. McLeod and City Council. Quite properly, the mayor has expressed willingness to sit down with anybody anytime and to do all within his and City's Council's power to correct just grievances. It represents no new policy. Both the mayor and Council, and especially the mayor, have maintained a continuous open door policy for discussion of grievances. Many behind-the-scenes conferences have been held with representatives of the black community with productive results.

On their part, Negro leaders should understand the limitations of Council. Outside its realm of authority, City Council has no power to correct grievances except the power of persuasion. That power it has often used effectively, but it has its limits. Policies governing the conduct of private enterprises do not come within the scope of Council's authority. In this area, persistent effort to build goodwill will continue to break down barriers for opening increasing Negro opportunity and representation in the private sector.

While any break in the peace of a community is deplorable, the current spate of disorders and vandalism can be made to serve a useful purpose if they focus attention on real needs and bring imagined ones into true perspective; and, further, if they emphasize, as they should, that the best in leadership of both races must continue to work understandingly and cooperatively to remove just causes for grievance. Progress in race relations, as elsewhere, does not come simply by maintaining the status quo. Inevitably, the motion must be forward.

Florence Riot

Florence Reported Quiet After 3 Nights of Unrest

Racial disorder, after plaguing Florence for three nights in a row, subsided with no arrests reported late Thursday night.

One car was reported pelted on North Irby at about 9:25 p.m.

As judicial procedure action against 24 persons arrested during the night progressed Thursday, the owner of the open air market picketed by Negroes Monday, issued his first statement of the event.

C. B. Smith, owner of the Little Farmer's Market at North Coit and Sumter streets said Thursday that to his knowledge, he had been forced out of business by the city. He said that city police officials told him Tuesday morning that "they couldn't afford for me to be open anymore."

He also said that although he had heard reports of efforts being made to close his store for several weeks, he did not think much of the plans until pickets showed up Monday.

Meanwhile, a dozen trials were conducted in Recorder's Court Thursday for half of the 24 persons arrested during Wednesday night's unrest. The 24 arrested Wednesday night brought to 60, the number of arrests in the three nights since disorder erupted after picketing of the Little Farmer's Market Monday.

A dozen appeared for trial Thursday in Recorder's Court. Judge C. C. McDonald found four Negroes, charged with loafing and loitering, "not guilty."

The City Judge found eight persons, including four whites, guilty of charges varying from loafing and loitering, disobedience to police officers and disorderly conduct The sentences ranged from $30 or 15 days to $100 or 30 days.

A 14-year-old youth, charged with breaking glass in the streets, was transferred to Family Court. Two men were given continuances in their cases. Nine persons failed to appear in court and forfeited bonds ranging from $30 to $100.

Speaking out for the first time since Monday's incident, Smith, owner of the Open Air market also said that he planned to reopen his business either at the present location or some other place in the city.

Smith said that the "pastor of Majority Baptist Church planned to close me up. People of the congregation came out of the church after the service and told me what was being preached. . .They told me what was going to be done and that they knew it was a bunch of lies."

He said he did not think too much about this because such had been going for "several weeks. I didn't think too much about it until this occurred on Monday. The whole idea was to close me up."

"I closed Monday afternoon voluntarily because of the situation," Smith said. "As far as I know, I was forced out of business by the city," he stated. "They want to put me out of business to settle up with the colored people, instead of enforcing the law and protecting my place of business."

Smith reported that he closed his business earlier than usual Monday because the mayor and city manager (David McLeod and Powell Black) came down and said the disturbance would end if I would go on and close up a little early and things would be all right.

"I did this," Smith said, "I took their advice."

Tuesday morning, Smith said that when he went down to open the market, two policemen drove up beside him and said the chief of police had sent them to ask Smith not to open. Smith said he went to the police station and talked to chief M. D. Adams and Assistant Chief C. M. Garrison.

"They said they couldn't control the crowd and they couldn't afford for me to be open anymore," Smith said, "So, I didn't open."

They went down and put posters on my windows, closed," he said. "I did not give them permission to do this."

Smith reported that he lost considerable amounts of meat and produce because of the store being closed.

As for the future, Smith said he planned to open up his business and protect it himself. "I may relocate in town somewhere else, I will either reopen there or elsewhere in town."

7 Francis Roberts

Negroes Hear Call for Unity

Florence Morning News, Monday 8/23/65 pg 1-A

Local black citizens gathered Sunday afternoon at Mount Zion A. M. E. Church to compile grievances and hear calls for unity.

In a mass meeting sponsored by the local SCLC and NAACP groups and the Committee on Community Affairs, the approximately 200 Negro residents attending, mostly over 25 years old were told "to put our minds and energies together to accomplish a purpose."

Robert Roberts, president of the local SCLC said after the meeting that " a unification process has taken place in which the black community has put their minds and energy together to accomplish a purpose; that purpose is demanding justice and freedom for all black people in Florence and an end to injustice."

Roberts said his groups and other organizations are in the process of "compiling grievances that should have been presented to the city power structure a long time ago." "The people want to see their grievances satisfied," he said. "They want to see tangible results."

Newsmen were barred from the last 45 minutes of the two hour meeting, including the time when grievances were voiced by members of the audience. The mass meeting was preceded by the monthly meeting of the local NAACP chapter.

SCLC vice-president, Richard Green said, "today we have a show of unity with the NAACP, the Committee on Community Affairs and the SCLC." He said the goals of SCLC are "to walk to picket until the black man has gained opportunity in Florence."

The group also heard calls for unity from Rev. L. B. Burgess, pastor of the Mt. Zion Church and Dr. R. N. Beck, head of the Committee on Community Affairs.

Calm prevailed again Sunday for the fourth day following a flare-up of racial unrest early last week. No incidents of vandalism were reported by police Saturday night and the same was true late Sunday night.

Police reported that Saturday night was quieter than usual with only eight persons booked for public drunkenness, one for brownbagging, one for disorderly conduct and four — including three whites and one Negro — were arrested for loafing and loitering after midnight.

STATE 8/22/69

New Florence Plan Accepted By HEW

Pee Dee Bureau

FLORENCE — A revised desegregation plan submitted by Florence School District No. 1 has been accepted by the Department of Health, Education and Welfare (HEW).

The acceptance lifts the district's deferred status with regards to federal assistance and terminates administrative proceedings against the district begun in January 1968. The settlement is the culmination of recent negotiations with HEW.

Earlier in August the district had submitted to HEW a plan to desegregate in 1970-71 after completion of Westside High School. HEW agreed to allow "freedom of choice" in junior and senior high schools this year until the new school is completed but made revision in the plans for elementary schools for September 1969.

The approved plan calls for the closing of the all-Negro Mars Bluff and Willow Creek schools and changes in bus routes. The 469 pupils at the closed schools will attend predominately white schools and approximately 340 students will be shifted to predominately white schools by the busing changes.

The district has also agreed to get 50 faculty members across racial lines this year.

Other items in the original proposal concerning desegregation in the 1970-71 school year have been questioned by HEW, but no agreement has been reached beyond what has been agreed to for September 1969.

The district had requested that these not be considered until the new high school has been completed. HEW has accepted this postponement.

HEW also questioned some zone lines proposed for the city schools, but these will be considered later.

A school board statement reads: "The resolution of this matter has not been easy. It is not likely that any plan could be devised which would receive unanimous acceptance. The district has tried to work out its desegregation problem within the requirements of the law and at the same time carry out a sound educational program."

Florence Riots

Calmness Prevails For Third Night

Calmness prevailed in Florence for the third straight night Saturday following racial unrest earlier in the week. There were no reports of any incidents during the early and late parts of Saturday night.

A brief flare-up of activity late Friday night broke that otherwise quite evening.

Between 11 and 11:30 p.m., Friday police reported two incidences of fire-bombings. The first was at Sterchi Brothers Furniture Company's warehouse on East Day Street.

At the warehouse, a home-made bomb ignited the building and the blaze spread into the ceiling area before it was extinguished by firemen.

Shortly before 11:30 p.m., reports that rocks had been thrown at DeWitt's Grocery on Oakland Avenue were checked by police. Officers said it was learned that home-made fire bombs had been tossed at the store, but they failed to ignite.

About midnight, a woman was cut by a broken bottle and was treated in the emergency clinic at McLeod Infirmary.

From about 7:30 p.m. Friday, until 2:30 a.m. Saturday, police arrested 46 persons. Of the number, 20 were arrested on public drunkenness charges, about twice the normal "drunkenness" bookings for a Friday night.

During the night, 21 persons were charged with loafing and loitering and three were arrested on unlawful weapons charges. Two persons were charged with disorderly conduct.

Most of those arrested Friday night and early Saturday morning had been released from jail by Saturday afternoon after posting bonds ranging from $17 for drunkenness to $30 for loafing and loitering and $100 for disorderly conduct. Bonds of $500 were required for the unlawful weapons charges.

Florence Riot

Post 8/24/69 p. A 28

30 Arrested In S.C. City Disorders

FLORENCE, S.C., Aug. 20 (AP)—Thirty persons, most of them black teen-agers, were arrested early today as sporadic disturbances continued.

A city policeman, Willie Sam Eagerton, suffered an arm injury when he was struck by a brick while directing traffic at an intersection.

The arrests occurred after Negroes in a predominantly Negro neighborhood hurled missiles at store and car windows.

The 30 persons arrested included five white men and three young Negro women. Police said three Negroes were charged with breaking and entering. One white man was booked for carrying an illegal weapon, a knife.

Other persons arrested were charged with "loitering" and "loafing."

Police said a minor fire was caused by a fire bomb hurled into a trash bin.

It was the second night of minor violence.

In developments elsewhere, UPI reported:

• Periodic vandalism punctuated a relatively calm Tuesday night at Lakewood, N.J., the second night under a curfew imposed after a weekend of racial disorders estimated to have caused $25,000 damage.

Police tossed a tear-gas grenade at a hotel where a ported seen. But a search of "suspicious person" was reported seen. But a search of the roof indicated no one was there.

Again a large number of riot-equipped police—174—stood guard at key intersections and at the scenes of three nights of trouble, in the east side ghetto.

But in contrast to the previous night, no crowds gathered to defy the 10 p.m.-6 a.m. curfew.

• Eight persons were arrested Tuesday night in two predominantly Negro sections of Niagara Falls, N.Y., in the third consecutive night of civil disorders.

The arrests were made on the city's east side where groups of about 50 persons roamed the streets smashing windows, looting and tossing Molotov cocktails. Two policemen suffered facial burns when their patrol car was struck with one of the fire bombs.

7/6 Morning News Sunday 8/24/64 P. 4

LETTER TO THE EDITOR

Neglect Breeds Crisis in City

To the editor:

The crisis presently in Florence has racial overtones whether we desire to admit it or not. The crisis is an expression of neglected problems and needs in the black community which have existed much too long, which now exist, and which will continue to exist until a group of responsible persons commit themselves to the task of making life human for all of the people who live or exist in this community.

For too long the power structure has been led to believe that black people are satisfied to live under shelter which in reality is less than a shack or a barn. The inhumane conditions in which black people are forced to live bespeaks all the Christianity we confess to have in this country. To ignore the problems and needs of any people, black or white, who are dispossessed, disenfranchised, poor and helpless, is to make all the great proclamations of the church another form of folly.

THE AMERICAN structures and systems have been so designed as to work the black man without paying him a just wage for his labor; to rob the black man of his true manhood by relating to him as if he is some creature less than human; to confuse his mind in such a way as to keep him from discovering who he is as a person, his potentials and his capabilities, thus robbing him of his true identity; to exploit the black community by placing small "hole in the wall" grocery and liquor stores in the community must be represented on the Council.

4. The banks and similar establishments must have black people working as clerks, typists, tellers, etc. All these institutions are patronized by black people and should have opportunities of employment in them.

5. All stores — grocery stores, clothing, department stores and similar establishments must employ more black people as salesmen, clerks, and in other responsible positions.

6. The unemployment office must see to it that black people receive justice in employment. To continue discriminatory practices is to increase the restlessness and insecurity of the total community.

7. There must be black bus drivers on the city buses in Florence.

8. The industries in the vicinity must employ blacks in larger numbers in responsible positions. The salary bracket must be high enough so that blacks will not be employed and under employed at the same time.

9. The "hole in the wall" grocery stores located in the black community and owned by whites must be relocated in the white community if they are to continue to operate.

10. The churches in Florence, both black and white, must help the masses of people understand the theological worth of man — every man. When an individual persistently ill-treats another person, he does not have the correct or proper understanding of himself.

the problem ...

people, black or white, who are dispossessed, disenfranchised, poor and helpless, is to make all the great proclamations of the church another form of folly.

THE AMERICAN structures and systems have been so designed as to work the black man without paying him a just wage for his labor; to rob the black man of his true manhood by relating to him as if he is some creature less than human; to confuse his mind in such a way as to keep him from discovering who he is as a person, his potentials and his capabilities, thus robbing him of his true identity; to exploit the black community by placing small "hole in the wall" grocery and liquor stores in the community so as to sap the money out of the community without investing or re-investing in the development of the community. At the same time whites treat the blacks who support their business in ways which would not be appropriate for one to treat a beast.

THE CRY for "law and order" in a crisis is worthless unless law and justice is practiced when situations are normal. This is to suggest that the task of keeping order would not be so difficult if all of us use justice as the standard by which we deal with all the people to whom we relate. Therefore, the need exists that a loud cry be made and heard; not for "Law and Order" but for "Law and Justice." All black people, whether they admit it or not, want to see the systems of this city changed and the injustices now in practice corrected.

IN TIMES like these, every person who would want to see this country saved and Florence a secure place to live asks himself or probably some other person, "What can we do to correct conditions and make this safe for living?" Let me suggest a few things which blacks and whites must do to correct injustices now being practiced in Florence:

1. The city government must come forth with a different image. There must be the same number of blacks in policy making positions as there are whites The population is almost equal.

2. The Board of Trustees of School District No. 1 must have blacks on the board, not as advisors, but as voting members of the board.

3. The City Council must have blacks in its membership. Each

8. The industries in the vicinity must employ blacks in larger numbers in responsible positions. The salary bracket must be high enough so that blacks will not be employed and under employed at the same time.

9. The "hole in the wall" grocery stores located in the black community and owned by whites must be relocated in the white community if they are to continue to operate.

10. The churches in Florence, both black and white, must help the masses of people understand the theological worth of man — every man. When an individual persistently ill-treats another person, he does not have the correct or proper understanding of himself.

11. A new atmosphere must be created in Florence and in America in which all people can respect themselves as persons of worth — a climate in which all people can respect other people and receive in return respect from others.

12. Relocate the black boys' club headquarters from its present location so as to not expose them to an environment which will warp their mind and dim their outlook on life and the future as a whole.

TO BE SURE this article will offend many people in the white community and probably in the black community. This is to be expected and I am willing to accept this fact. However, history speaks for itself. One may not agree with history, but history cannot be changed. However, we know that we can redeem history. The redeeming of history is the task to which we called — both black and white, rich and poor, learned and unlearned. Under God I hope a group of sincere citizens, both black and white will step forward and prove themselves equal to the task of correcting hopelessness and frustrations and expresses itself in disruption.

C. Jasper Smith
Minister Cumberland
United Methodist Church
Florence

English Lesson

By W. L. GORDON

WORDS OFTEN MISUSED:
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Florence Kits - Edt

Florence Morning News

Published by The Florence Printing Company

John M. O'Dowd — *President and Publisher*

James A. Rogers — *Editor*

SUNDAY MORNING, AUGUST 24, 1969

Perspective on Race Issues

Twelve points of need for greater progress in race relations in Florence are listed in a letter to the editor on this page today from the Rev. C. Jasper Smith, pastor of the Cumberland Methodist Church.

The past week of disturbances in the black community has emphasized the importance of increasing the level of positive thinking on the subject. We use the word "increasing" advisedly, for we know that a great deal of positive thinking has been a feature of both private and public thought for many months, even years, as any objective examination of the results will show.

Yet it is only fair to acknowledge that the results have been only partial, that much yet remains to be done. Smugness is never a safe attitude in a situation where unfinished business poses a continuing potential crisis.

In his 12-point listing, the Rev. Mr. Smith includes matters which understandably trouble the black community. If we understand him correctly, he addresses himself to the total white community. For most ing provided. Recent heavy rains have emphasized anew an urgent need for street paving. Substandard housing, much of it unfit for human habitation, is widespread.

Let it be recalled, however, that creation of a Public Housing Authority was in recognition of this problem, and that the Authority is now working on public housing projects which will provide many new housing units. If recognition of this problem was overslow in coming, the important point is that something is now being done about it.

It should be noted that the economic level of the Negro community generally is experiencing substantial gains as Negroes improve their occupational skills and move into increasing job opportunity. Residential subdivisions in the Negro community are on par with many throughout the city. But many housing needs must yet be met, however, along with a basic educational job for changing the slum habits of people. Otherwise, new housing units will soon again become slum dwellings and nobody will be the gainer.

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In his 12-point listing, the Rev. Mr. Smith includes matters which understandably trouble the black community. If we understand him correctly, he addresses himself to the total white community. For most of the items mentioned are not within the authority of official bodies to remedy.

Membership on City Council and the school Board of Trustees, for instance, is by vote of the people. Many would agree, including ourselves, that capable Negro membership on the City Council and the Board of Trustees is desirable, as votes have indicated — especially in trustee elections — but the democratic process requires a majority decision to accomplish this end. The time will come when Negro membership is won by majority decision, but it is not an accomplishment lending itself to instant achievement, or by dictation of any existing body.

If "at-large" elections are abandoned in favor of district elections, as seems desirable, this would hasten the process. But it could also pose a serious conflict within Council unless its members, black and white, could bridge the racial barriers and consider themselves not as black and white but as elected citizens representing the total community.

Even under the existing system of "at-large" elections, the Negro community cam make a positive contribution toward gaining Negro representation by advancing candidates who inspire confidence in their character, ability and objectivity, and who are not afraid of an "Uncle Tom" label should their vote in Council not always conform to Negro aspirations. We believe the general electorate is ready to support such a candidate.

The "inhumane conditions," mentioned by Mr. Smith, under which many members of the black community live should, indeed, be of greater concern to the community. Streets need paving and better housing. Slum clearance is a matter of concern to the community. Urban renewal is a matter of concern to the community. Adequate housing is a matter of concern to the community. Adequate housing is a matter of concern to the community. Adequate housing

School District Faces Problem of Notifying Parents

Ten Days Remain For Chore

By TOM ENGLISH JR.
Morning News City Editor

With little more than a week remaining before Florence School District No. 1 opens for the 1969-70 term, administrative officials are facing what Superintendent Henry L. Sneed calls "one of the most pressing problems" in the district's history.

The "pressing problem" now confronting the district is a matter of getting elementary grade students assigned to the proper schools prior to the opening of the year Sept. 2, just 10 days away. The problem is brought on by a late acceptance by the U. S. Department of Health, Education and Welfare of a plan to desegregate local schools this year, a year earlier than had been anticipated.

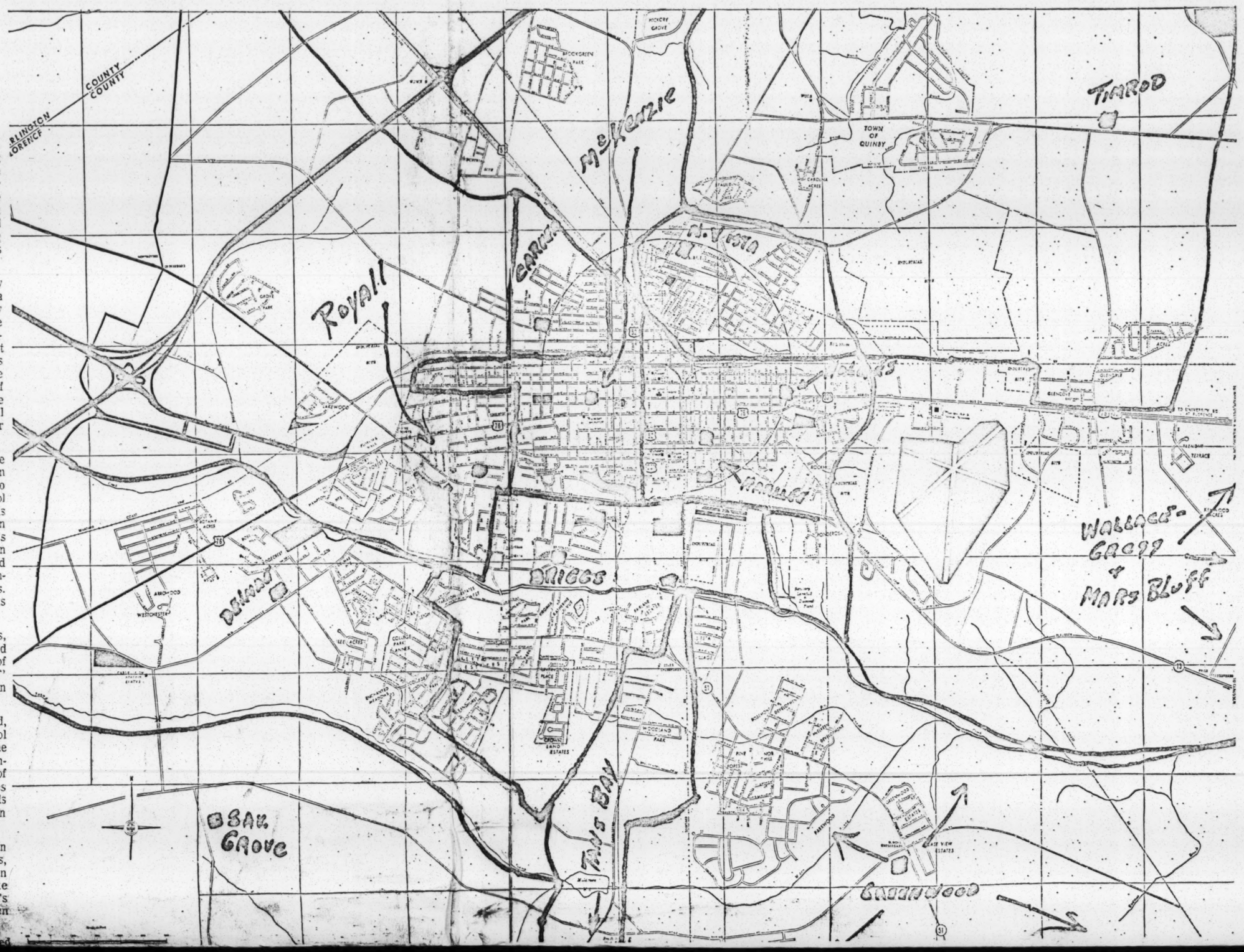
Sneed said administrative personnel have been working on getting the word to parents who might not know what school their children are to attend this year since Thursday when notification on HEW's acceptance of the desegration plan was received. Sneed said the district cannot send individual letters to all parents. "If we had two more weeks to go, we could."

But, lacking those two weeks, the administration had elected to send letters to parents of areas where "small numbers" of students are involved in school attendance shifts.

For the majority, Sneed said, it'll be back to the same school they attended last year. The changes in attendance are coming mainly in the rerouting of buses in order to get Negroes into predominantly white schools rather than place them in previously all-Negro schools.

On the elementary level, on which the accepted plan centers, the number of Negro children attending predominantly white schools will rise from last year's 192 to approximately 1,373, an increase of 1,181.

Sneed, calling the accepted



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On the elementary level, on which the accepted plan centers, the number of Negro children attending predominantly white schools will rise from last year's 192 to approximately 1,373, an increase of 1,181.

Sneed, calling the accepted plan "as educationally sound as it can be within the framework of the law," presented the Morning News with the maps at right in order that parents may understand the zone-assignment plan for elementary schools more thoroughly.

Under the plan, junior and senior high schools students would also be affected this year, but only to the extent of being reassigned to the school they attended last year. For the 1970-71 school year, zone-attendance lines for junior and senior high schools, and possibly some of the elementary boundaries which have been questioned, may have to be negotiated with HEW, District 1 Attorney Laurence McIntosh says.

McIntosh said HEW has accepted the fact that the district cannot zone junior and sencor high schools this year because of the opening of West Florence High School next year and the closing of Wilson Junior High School.

Previously all-Negro Mars Bluff and Willow Creek Elementary schools will be closed under the plan. Mars Bluff, however, will be used for the first two or three weeks of this year until classes are readied for students at Wallace-Gregg Elementary School. In addition to Wallace-Gregg, students at Mars Bluff will be assigned to Greenwood, Tans Bay and Bonaire Elementary Schools.

The accepted plan implements attendance zones for Greenwood, Bonaire, Tans Bay, Wallace-Gregg and Timrod. Zone lines for other elementary schools have not been finalized, officials note, but tentative boundaries have been drawn for use this year.

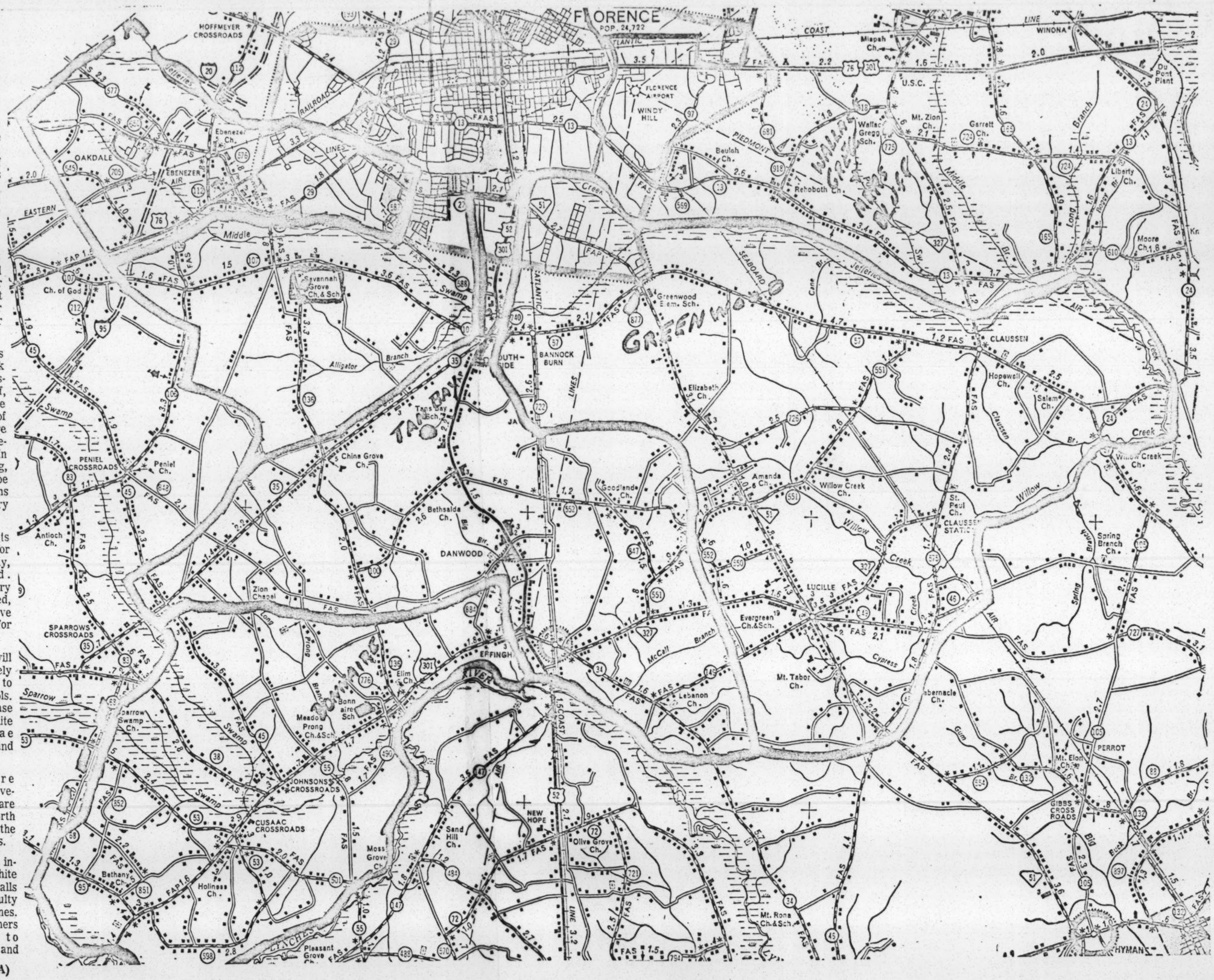
Revision of bus routes will result in shifting approximately 340 Negro students to predominantly white schools. This will result in an increase in the number of non-white children attending Delmae Heights, McKenzie, Royall and Briggs Elementary Schools.

The only schools where attendance will remain relatively the same as last year are Harllee, Holmes, Carver, North Vista, Savannah Grove and the junior and senior high schools.

In addition to the heavier integration of predominantly white schools, the accepted plan calls for the district to get 50 faculty members across racial lines. This means that Negro teachers will be assigned to predominantly white schools and

(See SCHOOLS, Page 6A)

ZONE ATTENDANCE LINES FOR THIS FALL — The above and below maps, drawn by Florence School District No. 1 officials, shows the approximate zone attendance boundaries for elementary schools as accepted by the U. S. Department of Health, Education and Velfare for implementation this fall. The map above is not finalied and may have to be changed for the 1970-71 school year. However, it is being used for assignment of pupils. The map below, showing rural elementary schools, has been accepted by HEW. Implementation of the plan will result in more than 1,300 Negro children being assigned to predominately white schools. Last year's figure was only 192. Students living within specified boundaries go to the school within the area underlined the zone-assignment



F/6 Edu.

FLORENCE, SOUTH CAROLINA
AUGUST 31, 1969

The black parents of black children who have previously attended Willow Creek School located in School District No. 1, Florence County, State of South Carolina, herewith, makes known to Mr. Henry L. Sneed, Superintendent of School District No. 1, Mr. O. S. Aikers, Chairman of the Board of Trustees of School District No. 1, and all members of said board of Trustees; to Attorney Lawrence McIntosh, Attorney for the Board of Trustees of said School District; the Officials of Health Education and Welfare in Washington, D. C. and to the General public their dissatisfaction with the actions taken which purposes to close Willow Creek Elementary School and force all the black children who have previously attended said school into what was predominantly white schools.

We, the black parents of black children desire to make known our belief that we are as good as any people anywhere. We believe that our children are as good as any other children in School District No. 1, black or white. That we love our children and we are concerned that they as well as ourselves be related to as human beings. Because of our love and concern for our children and our dissatisfaction with the closing of Willow Creek School we set forth the following:

1. Whereas, it is alledged that Health Education and Welfare did not request that Willow Creek Elementary School be closed in order to meet HEW requirement but rather advocated the transferring of a specific number of white students into Willow Creek School in order for District No. 1 to be in compliance with HEW guideline.

2. Whereas, Greenwood Elementary School was overcrowded during the school year 1968-69, and the transferring of an additional number of black students would create a more crowded condition.

3. Whereas, all of the Schools to be closed are black schools which perpetuates the idea that anything black is undesirable and anything white is acceptable.

4. Whereas, all of the children being transferred in the proposed plan are black and true integration calls for transferring both black and white children and black and white teachers across racial lines.

5. Whereas, the proposed plan for desegregation which calls for the closing of Willow Creek School is an action taken by a white Board of Trustees who seemingly are seeking to exercise "white power" over ~~a~~ depressed people who it may be thought cannot help themselves.

6. Whereas, it is alledged that Mr. Henry L. Sneed called white parents to seek their permission to place their children in black schools and was not granted permission to do so.

7. Whereas, Mr. Sneed did not respect black parents enough to contact them concerning their wishes relative to the placement of their children in schools.

8. Whereas, the proposed plan of desegregation is an open and forthright pronouncement of the Board of Trustees to bypass and stall the proper type of integration of public schools in district No. 1.

9. Whereas, the plan of desegregation does not carry the proper status to black principals and teachers and carries in it a subtle process of de-humanization, depersonalization and an outright violation of respect for black human beings. The plan negates black people. Whereas, we black parents are interested and concerned as it relates to what happens to black principals and teachers in the desegregation process.

10. Whereas we do not believe nor do we see any indication that black principals nor black teachers are receiving justice in the plan proposed nor do we believe that the Officials of School District No. 1 have any intention of practicing justice and fair play voluntarily.

Therefore, be it resolved, that we the black parents of the children who have attended Willow Creek School do request the Board of Trustees of School District No. 1 in Florence to rescind their action to close Willow Creek School, to keep Willow Creek School opened and to properly integrate said School by transferring the proper number of white students into said school in order to comply with HEW requirements.

Be it further resolved, that we request Health Education and Welfare to intervene in Florence School District No. 1 so as to guarantee a type of integration in public schools which does not rob the black man of his dignity, integrity and humanity.

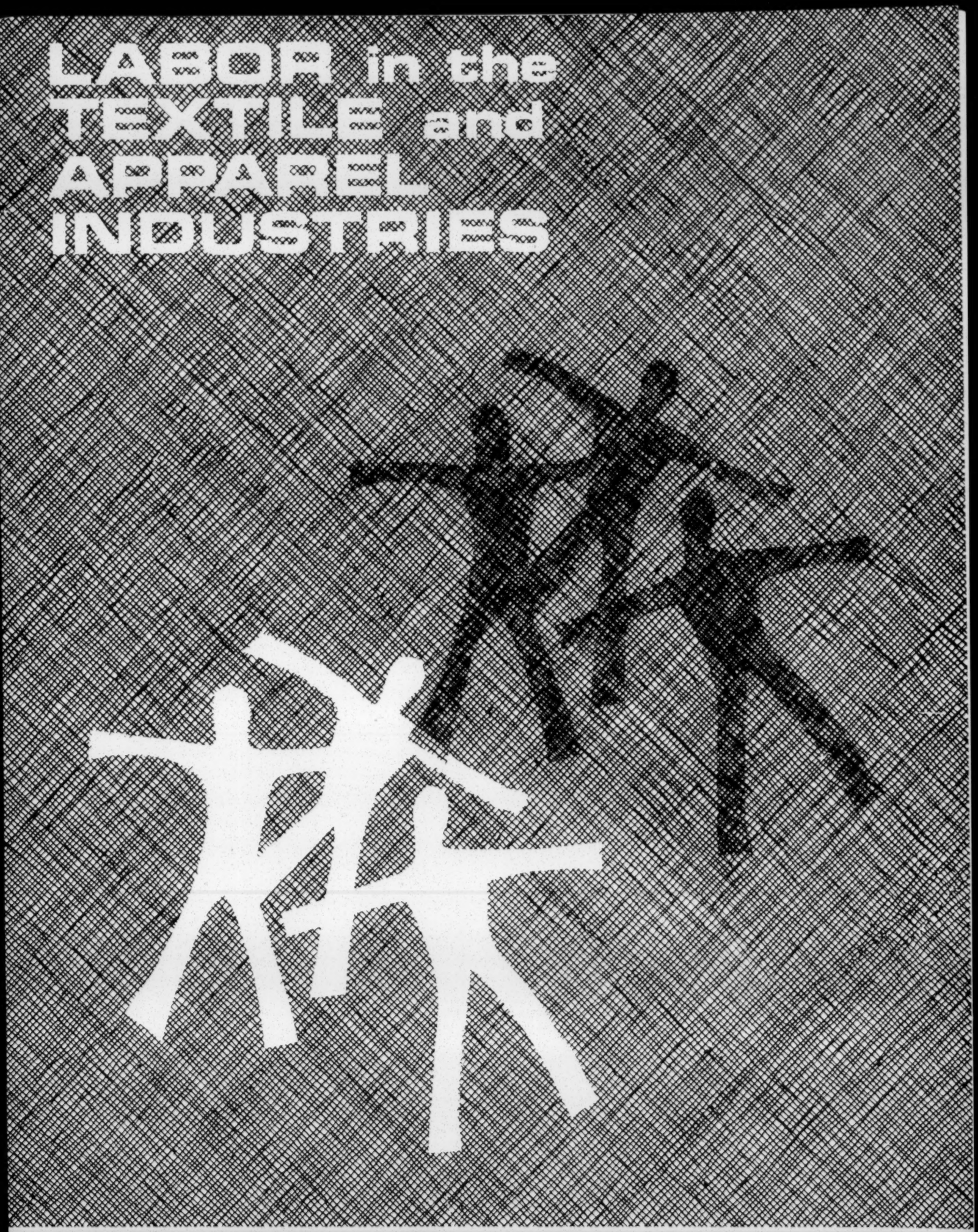
Be it further resolved that we do here and now request a Meeting with the Board of Trustees of District No. 1, the Superintendent of Education of School District No. 1 and the Attorney for the Board of Trustees of District No. 1 within the next ten (10) days.

Respectfully submitted,

Bertha Thomas

(Mrs.) Bertha Thomas

LABOR in the TEXTILE and APPAREL INDUSTRIES



UNITED STATES DEPARTMENT OF LABOR • BUREAU OF LABOR STATISTICS • Bulletin No. 1635

7/0 Educ

Route 2, Box 120
Effingham, South Carolina
September 1, 1969

Mr. Henry L. Sneed
109 W. Pine Street
Florence, South Carolina 29501

Dear Mr. Sneed:

This letter comes to express our concern as black parents over the closing of the Willow Creek School in District No. 1, Florence County, South Carolina. We are not happy with the plan of desegregation proposed for this district.

Our specific concerns are in the following areas:

1. The transferring of our black children from Willow Creek School to other schools.

2. The areas of responsibilities assigned to our black teachers in their new situations. Justice has not been practiced.

3. The manner in which you assigned black students into different schools without any type of communication with black parents.

4. The closing of Willow Creek School for the sole purpose of accomodating a system which has no elements of Justice, equity, nor fair play for black people.

Now, Mr. Sneed, we find it impossible to support any movements which does not respect the dignity, integrity and worth of human beings. Therefore, we request that Willow Creek School be kept opened and that black children and teachers be treated justly in whatever program of integration is set in motion.

We are requesting that the Board of Trustees rescind the previously actions relative to Willow Creek School and permit the Willow Creek School to remain open. We hope this can be done without undue frustration and other unnecessary actions. We await your immediate response.

We further request that Willow Creek School be made available to the black parents for public meetings until this problem is resolved.

Please find enclosed a copy of the position resolution unanimously adopted by the black parents at a Meeting on Sunday, August 31, 1969. This is the position from which we intend to move.

Yours For Better Schools in District #1,

Mrs. Bertha Thomas

(Mrs.) Bertha Thomas

cc: Mr. O. S. Aiken
Officials of Health Education and Welfare
Members of Board of Trustees of District #1

Route 2, Box 120
Effingham, South Carolina
September 1, 1969

Mr. O. S. Aiken, Chairman Board of Trustees
Aiken & Company
Cheves Street
Florence, South Carolina 29501

Dear Mr. Aiken:

We, the black parents of the black children who have previously attended the Willow Creek Elementary School desire to make known to you and all the members of the Board of Trustees of District No. 1 that we are very, very unhappy with the proposed plan for desegration plan which proposes to close Willow Creek School. We know that the Board has not acted justly and we lay the total blame for this action at your door.

We desire that the Board of Trustees of District No. 1 rescind its action to close Willow Creek School and permit Willow Creek School to remain open. We know you can meet the requirements of Health Education and Welfare with taking advantages of black people because they are not on the Board of Trustees and cannot vote on that item of business. We look forward to the time when you white people can deal at least in a very small way; just, honest and fair with black people. This is an All-American City you say and maybe all of us need to determine who this All-American City is for. Thus far, it has not been for black people. You can if you will start in the right direction to make this City and this School District All-American.

We cannot support your action and we hope that your wrong can be corrected without undue complication and trouble. You vote. You can save this City and School District unnecessary trouble and embarrassment by simply doing what is right. We await your action and response.

Find enclosed a position-resolution adopted unanimously by the black parents involved in this situation .

Thanks for your sane consideration in this regard.

Yours For Better Schools In District #1,

Mrs. Bertha Thomas

(Mrs.) Bertha Thomas

cc: Members Board of Trustees District No. 1
Mr. Henry L. Sneed
Officials of Health Education and Welfare

Florence Education

Route 2, Box 120
Effingham, South Carolina
September 3, 1969

Secretary
U. S. Department of Health, Education and Welfare
Washington, South Carolina

RE: FLORENCE SCHOOL DISTRICT #1

Dear Sir:

This letter comes to express our concern as black parents over the closing of the Willow Creek School in District No. 1, Florence County, South Carolina. We are not happy with the plan of desegregation proposed for this district.

Our specific concerns are in the following areas:

1. The transferring of our black children from Willow Creek School to other schools.

2. The areas of responsibilities assigned to our black teachers in their new situations. Justice has not been practiced.

3. The manner in which you assigned black students into different schools without any type of communication with black parents.

4. The closing of Willow Creek School for the sole purpose of accommodating a system which has no elements of Justice, equity, nor fair play for black people.

Now, Mr. Secretary, we are particularly concerned that our Government would participate in and approve a so-called desegregation plan meeting the requirements of equality before the law when the plan on is face discriminates against blacks by requiring that blacks only be sent to white schools, and none of the reverse where no white child will attend a school serving mainly blacks, where no white school,but two (2) black schools are being closed and the children dispersed to school of the opposite race, at great public expense, and where staff assignments are notoriously discriminatory against blacks.

We are requesting that you immediately review this plan for adequacy under the law and rescind your approval or acceptance of it. We further request that you inform our school officials that your Department requires meaningful consultation with the black community as a pre-condition of your accepting any plan it submits, and that Federal Funds be deferred from this district pending its developement of a plan addquate to meet present requirement of law.

Please find enclosed a copy of the Position-Resolution unanimously adopted by the black parents at a Meeting on Sunday, August 31, 1969. This is the position from which we intend to move.

Yours For Better Schools In District No. 1,

(Mrs.) Bertha Thomas

cc: Mr. O. S. Aiken
Mr. Henry L. Sneed
Members of Board of Trustees of District No. 1

7/0 Post

Florence Market Reopens Tuesday

STATE 9/3/67 P.S.-B

Pee Dee Bureau

FLORENCE — An open air market, where demonstrations sparked three days of racial unrest and vandalism 15 days ago, reopened Tuesday.

City council held an unannounced meeting Tuesday morning at which City Attorney Laurence D. McIntosh ruled that the city had no legal right to close the business. The council passed a resolution to "protect all citizens and their property."

There were no new demonstrations Tuesday.

The trouble began when the Southern Christian Leadership Conference began picketing the downtown Little Farmers Market because of alleged shooting and beating incidents involving Negro customers and the operator, C. D. Smith.

The market closed early the first night of picketing, but bands of Negro youths roamed city streets breaking windshields, store front windows and harassing police officers that night and for the next two nights.

About 100 arrests were made in connection with the trouble. The market remained closed for two weeks.

French Assembly Members Plan Exchange System

N. Y. Times News Service

PARIS — Fifteen young members of the French National Assembly leave Wednesday to begin an experiment in a parliamentary exchange system with 15 members of the United States Congress.

After a visit to New York, the 15 will spend next week each paired up with an American congressman, in his home, at his office, in the halls of Congress, and meeting voters in his home constituency. The hosts have been invited to return the visits next year.

Elementary School Closing Protested

Florence Morning News, wed 9/3/69, p.2

About 75 Negro children and an equal number of adults showed up Tuesday at rural Willow Creek Elementary School with demands that the school be reopened and white children be assigned to attend it.

The Negro school, located about 12 miles southeast of Florence, was not opened this year under an accepted Florence School District No. 1 desegregation plan. The plan, which sends approximately 1,373 Negro children to predominantly white schools, was accepted by the U. S. Department of Health, Education and Welfare about two weeks ago.

Under the plan, the 356 children which attended Willow Creek and another 142 Negroes which attended Mars Bluff last year were scheduled to attend Greenwood, Tans Bay and Wallace-Gregg schools this year. (Mars Bluff, however, has not closed yet. It is to be closed in about two weeks when classes are readied at Wallace-Gregg.)

In protesting the closing of Willow Creek, Negroes are charging that it and Mars Bluff are being closed because parents of white children have refused to attend schools in which they would be in a minority.

Henry L. Sneed, superintendent of Florence School District No. 1, said plans are to reopen the Willow Creek school in the future. He said the school is in "bad need" of major renovation, adding that "it's too good a building to throw away." (The building was constructed in about 1954, he said.). Plans to reopen the building for future school sessions "will have to be worked out with HEW," Sneed said.

Negro leaders, however, are demanding that the school be reopened "immediately." They have written letters to Sneed, School Board Chairman O. S. Aiken, School District Attorney Laurence McIntosh and HEW officials requesting that the school be reopened and white children assigned to it.

In the letters, signed by Mrs. Bertha Thomas who identifies herself as a spokesman for the Black Parents for Action Committee, it is stated that the board "can save this city and schoot district unnecessary trouble and embarrassment by simply doing what is right."

Robert Roberts, president of the local chapter of the Southern Christian Leadership Conference, and Gene Hain, an associate, said if the school is not reopened "there will be other actions." Roberts said parents and children plan to march on the school administration building on West Pine Street. "More extreme action will be taken if it is not reopened then," he said.

Marcus Matthews, a black community developer at Cumberland Methodist Church who said he is working with the SCLC and Black Parents for Action Committee, said plans are being made to march from the school all the way to the administration building on Thursday morning.

Mordecai Johnson, a local Negro attorney, said a suit may be filed against the district if something can not be worked out in negotiations with the school board.

The four said they expect Sneed to meet them at the school Wednesday morning to discuss the matter. Sneed has said that he would meet on request with parents, but would not deal with "outsiders."

7/9 Edu

Negroes Protest School Closing

The STATE (S.C.) Wed. 9/3/69 p. 8-B

By JOHN V. O'Neill
Pee Dee Bureau

FLORENCE — About 150 Negroes staged a demonstration on the grounds of a closed school near here Tuesday morning protesting what they term "one-way integration" of Negroes to white schools and no whites to Nego scrhools.

Most of the participants at the Willow Crek School were grammar school students who were organized into classes for instruction and to sing freedom songs. The school is located several miles from Florence, but is in Florence District 1 along with city schools.

The school was closed under a desegregation plan approved by the U.S. Department of Health, Education and Welfare (HEW) about a week before schools opened Tuesday. The pupils and parents want it reopened.

The plan transfers the some 320 pupils to the predominately white Greenwood and Tans Bay schools.

A group of Negro parents in the affected section formed the Black Parents Committee for Action and sent a letter to Superintendent Henry L. Sneed Jr. and school board members charging that the Greenwood school, where most of the children would be transferred, was overcrowded last year and could not stand an influx of additional students.

The letter asks that Willow Creek be reopened and white children transferred there. "All of the schools to be closed are black schools which perpetuates the idea that anything black is undesirable and anything white is acceptable," it reads.

"All of the children being transferred in the proposed plan are black and true integration calls for transferring both black and white children and black and white teachers across racial lines."

The letter further claims that the school district had submitted a plan to HEW that would have had about 60 white pupils transferred to the school. They claim the plan was scuttled because of complaints by white parents.

Concern is also expressed for Negro administrators and teachers. "The plan of desegregation does not carry the proper status to black principals and teachers and carries in it a subtle process of de-humanization, depersonalization and an outright violation of respect for black human beings."

Leaders of the Southern Christian Leadership Conference, which is unofficially sponsoring the demonstration, say they will have the children at the school grounds again Wednesday and, if they get no results, will carry demonstrations to the school district administration building and to homes of school board members.

Sneed Tuesday denied that the school, built in the early 1950s, was closed to prevent white pupils from attending. He says it was closed so the sewer system could be properly reworked and to prevent "backtracking" of school buses.

According to Sneed, Greenwood School is new and air conditioned and nine classrooms have been added since the last school year to eliminate crowded conditions.

About 60 white pupils would have attended Willow Creek under a plan submitted to HEW by the school district, but that plan was rejected.

Of the approximately 180 Negro children assigned to the Greenwood School, 119 attended classes Tuesday uneventfully. Seven of the 26 teachers there are Negroes.

The school board has not considered reopening the school.

Florence Negroes Plan Protest March

The STATE Thurs 9/4/69, p 7-B

Pee Dee Bureau

FLORENCE — Negroes protesting the closing of a Negro school and the transfer of the children to predominately white schools plan a Thursday morning march through downtown Florence to picket the Florence School District 1 administration building.

A city parade permit has been issued to those objecting to the closing of the all-Negro Willow Creek Elementary School and the transfer of some 320 students to the Greenwood and Tans Bay schools.

The past two mornings a portion of the pupils transferred skipped school and appeared with their parents on the grounds of the closed school. Now they plan to bring the protest downtown and have threatened to picket the homes of Superintendent Henry L. Sneed Jr. and school board members if the school is not reopened.

They want white children transferred to the Willow Creek School which was built in the early 1950s.

The school board maintains the school was closed so the sewer system could be reworked and to prevent "backtracking of school buses."

In a letter to school officials, the parents of some of the students claim it was closed to "perpetuate the idea that anything black is undesirable and anything white is acceptable."

The school is located 12 miles southeast of Florence in the Claussen Community, but is included in the city district. School administrators indicate it will probably be reopened in ftuure years but have not considered it since school opened Tuesday.

The Southern Christian Leadership Conference is the unofficial sponsor of the protest in this city that has experienced three nights of racial unrest and vandalism beginning 16 days ago. About 100 were arrested in protests that began with objections of alleged beatings and shooting incidents by the white owner of an open air market.

Florence attorney Mordecai Johnson said Wednesday he may instigate a lawsuit on behalf of the objecting parents if the school is not reopened.

WILLOW CREEK PROTEST

7/6 Am News, Thur 9/4/69 p. 3A

March to School Office Set Today

By TOM ENGLISH JR.
Morning News City Editor

In protest to the closing of Willow Creek Elementary School, a group of Negro adults and students plan to stage a demonstration march to the Florence School District No. 1 administration building Thursday morning.

Plans for the march were finalized Wednesday morning at a meeting of the parents who carried their children to the closed Willow Creek school for the second straight day. The number attending the "at-the-school-demonstration" Wednesday was less than that of Tuesday morning's estimated 75 children and about an equal number of adults. About 40 adults and around 30 children showed up Wednesday.

The Negroes are demanding that the school be reopened and white children assigned to it.

Marcus Matthews, black community developer for Cumberland Methodist Church, and Gene Ham, associated with the Southern Christian Leadership Conference, told the group that community residents and students should meet at the school at 7:15 a.m. Thursday. They said they would then go the 12 miles by car to the corner of Darlington and Dargan streets in Florence where they would march together to the school administration building on West Pine Street. The march route covers about five and a half blocks and goes through the downtown business district.

Rogert Roberts, president of Florence chapter of SCLC, was issued two permits to march in downtown Florence. One is for an 8:30 a.m. Thursday march on the school administration office and the other for a 4:30 p.m. Sunday march on city hall "to present grievances."

"We expect to get some answers from Mr. Sneed," Matthews said. "If we don't, we will see if HEW (the U.S. Department of Health, Education and Welfare) can give us some answers."

Sneed has stated that the board plans to reopen the school in the future. "It's too good a school to throw away," he said, adding that any plans would have to be worked out with HEW.

During the talk, Matthews criticized reports of the protest in the Florence Morning News. He said the story in Wednesday morning's edition was "slanted toward quieting the move." He said black parents of the community reading the story "probably want to go to the administration building and shake Mr. Sneed's hand."

He said the story did not outline fully the Negroes' grievances with the school board "although the Morning News was given a copy of the grievances."

The grievances, which reached Sneed's office Wednesday morning, listed 10 items which Negroes take exception to in the present protest. They include the following:

—It is alleged that HEW did not request the school be closed, but rather advocated the transferring of a specific number of white students into Willow Creek school.

— Greenwood Elementary School (where may of the Willow Creek students were assigned) was overcrowded during the school year 1968-69, and the transferring of black students into the school would create a more crowded condition.

—All of the schools to be closed (Willow Creek and Mars Bluff) are black schools which perpetuates the idea that anything black is undesirable and anything white is acceptable.

—Children being transferred in the desegregation plan approved by HEW are black, and true integratoin calls for transferring both black and white children and black and white teachers across racial lines.

—The closing of Willow Creek school is an action taken by a white board of trustees who seemingly are seeking to exercise "white power" over a depressed people who it may be thought cannot help themselves.

—It is alleged that Sneed called white parents to seek permission to place their children in black schools and was not granted permission to do so.

—Sneed did not respect black parents enough to contact them concerning their wishes relative to the placement of their children in schools.

—The plan of desegregation is an open and forthright pronouncement of the board of trustees to bypass and stall the proper type of integration of public schools in District No. 1. —The plan of desegregation does not carry the proper status of black principals and teachers and carries it in a subtle process of dehumanization, depersonalization and an outright violation of respect for black human beings. The plan negates black people.

—We do not believe nor do we see any indication that black principals nor black teachers are receiving justice in the plan nor do we believe officials of the district have any intention of practicing justice and fair play voluntarily.

The list of grievances resolved in asking that the school board rescind its action to close Willow Creek school, to keep the school open and to properly integrate the school by transferring the proper number of white students into the school.

It resolved also by requesting HEW to intervene so as to guarantee a type of integration in public schools which does not rob the black man of his dignity, integrity and humanity.

It further resolved in requesting a meeting with the board of trustees, Sneed and board attorney Laurence McIntosh within the next 10 days. (The resolution was dated Aug. 31.)

The resolution, listing the grievances, was signed by Mrs. Bertha Thomas who says she is a spokesman for the Black Parents for Action Committee.

Sneed discounts the items listed as grievances, saying they are mistatements of the facts.

He said the plan to close Willow Creek was negotiated with HEW after the latter rejected a plan which would have assigned 50 white children into the school along with 140 Negro children. (Earlier the school board had rejected an HEW plan which would have zoned 178 whites and 296 Negroes into Willow Creek.)

Sneed said he does not have plans to meet with Negroes at the administration building Thursday morning. He said the school board will meet Sept. 11, its regular meeting date, and "I think this is the proper place for people to express their feelings to the school board." He said persons who wish to meet with the board on this date should call the administration building a few days in advance so the matter can be scheduled.

During the "at-the-school-demonstration" Wednesday morning, Taft McClain of the Willow Creek appealed to the group that there be no violence during the planned march on the school administration office. Tuesday, it was stated that "more extreme action" would be taken if the school is not reopened "immediately."

Matthews assured the Negroes, "you have the support from people in New York, Washington and Atlanta." He did not elaborate.

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Integration Plan Officially Approved

Florence School District No. 1 was notified Wednesday afternoon that its desegregation plan, which went into effect Tuesday with the opening of the 1969-70 school year, has been officially approved by the U.S. department of Health, Education and Welfare.

District Superintendent Henry L. Sneed said he received a telephone call from State Superintendent of Education Dr. Cyril Busbee confirming the earlier verbal "stamp of approval" by HEW.

Dr. Busbee reported that he had received a telegram from Leon Panetta, director of the Office of Civil Rights for the HEW in Washington, D.C., stating that "the Florence School District 1 compliance has been accepted."

Sneed said the telegram was merely a formality, making the HEW approval final once the State Department of Education has been notified.

The zone-assignement desegregation plan places more than 1,300 Negro children in prodominanly white schools some of them formerly all white.

The plan, affecting primarily the elementary grades, has received a protest from Negro parents and students in the Willow Creek community. Willow Creek Elementary School was closed as a result of the plan.

THURSDAY, SEPTEMBER 4, 19

THE GREENVILLE NEWS, GREENVILLE, SOUTH CAROLINA

Florence Negroes Plan March Today

FLORENCE, S. C. (AP) —Negroes, angry over the closing of an all-black rural school, plan a protest march through downtown Florence Thursday morning.

The Negroes said they would parade from a parking lot in the center of the city to the school administration building, about 5½ blocks away.

The Willow Creek Elementary School, about 12 miles from Florence, was closed this year under an integration plan negotiated with the U.S. Department of Health, Education and Welfare.

Negro parents are demanding the school be reopened and have threatened to teach classes on the lawn rather than send their children to predominantly white schools.

Supt. H. L. Sneed said, "There are no plans to reopen the school."

About 150 Negroes, led by Southern Christian Leadership Conference member, demonstrated on the Willow Creek lawn Tuesday.

About 70, including 40 adults and 30 children, returned to the school Wednesday where they stood for a few hours listening to civil rights leaders.

Marcus Matthews, a community organizer for the Cumberland United Methodist Church, told the group that black parents should have been consulted before the desegregation plan was submitted to HEW.

Matthews assured the Negroes, "you have the support from people in Washington, New York and Atlanta." He did not elaborate.

"If we don't get some action from the school officials," Matthews said, "we will go to HEW for some answers."

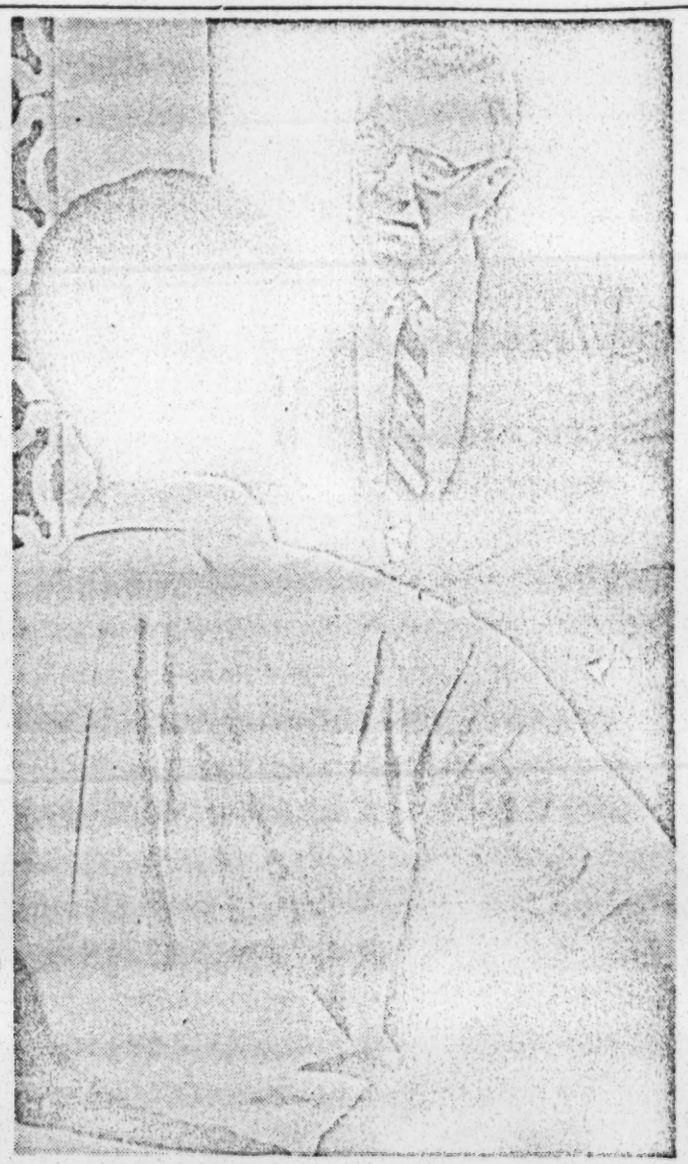
One Negro told the group there should be "no violence" during Thursday's planned demonstration.

Under the integration plan approved several weeks ago by HEW, Willow Creek and Mars Bluff Elementary schools, both all-Negro are to be closed and the 350 Negro children sent to two previously all-white schools —Greenwood and Tans Bay.

The Negro parents have argued that the schools were dered closed because 60 wh children refused to attend school in which they would a minority.

Sneed says HEW was offere a plan whereby the white chi dren would attend the Willo Creek school and that feder officials rejected the proposal.

Matthews said the parent "feel that it is time for th white child to come into the black school and be a minority instead of it always being the other way around."



COULD NOT AGREE — H. L. Sneed, Superintendent of Florence public school district No. 1, tells a protester that he will not address the group of marchers protesting the closing of Willow Creek School, outside the school administration building, but would meet with two or three spokesmen for the group in his office. This did not suit the protesters and they left shortly after. (AP Wirephoto)

Florence

50 Negroes Protest Closing Of School

FLORENCE, S. C. (AP) — About 50 Negroes marched peacefully and quietly through downtown Florence Thursday, then promised further demonstrations against the closing of a rural all-black school.

The marchers included about 30 adults and 20 children. The Negroes, many of them carrying signs, walked 5½ blocks from a parking lot to the school administration building to dramatize their opposition to the closing of Willow Creek Elementary School.

The school, about 12 miles from Florence, was closed this year under an integration plan approved by the Department of Health, Education and Welfare. The 75 Negro children who had attended it were assigned to predominantly white schools.

Civil rights leaders have charged the Willow Creek school was closed only because white children refused to accept assignments to a school where they would be a minority.

Supt. H. L. Sneed said a proposal to move white children to Willow Creek had been rejected by HEW before the current plan was accepted.

The protesting Negro parents and children gathered on the steps of the school administration building Thursday after the downtown march. There they sang a few songs and asked to speak to Sneed.

The superintendent said he would meet with three of the Negro spokesmen, but not with the entire group. The Negroes asked that he come outside the building to talk. When Sneed refused, the Negroes left.

Spokesmen for the protestors said they would march again Friday and continue the demonstrations until the Willow Creek school was reopened.

Sneed has said that despite the protests there are no plans to reopen the facility.

Negro parents have said they will teach classes on the lawn of Willow Creek rather than sent their children to predominantly white schools.

Marcus Matthews, a local civil rights leader, explained:

"The parents feel it is time for the white child to come into the black school and be a minority instead of it always being the other way around."

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Protesters Give Mayor Grievances

A group of 136 Negroes marched to downtown Florence City Hall Sunday afternoon and stood an hour in 88 degree temperature while they read a lengthy list of grievances and demands to Mayor David H. McLeod and Sen. E. N. (Nick) Zeigler. They promised to take the requests up with city and county councils.

The march was preceded by a meeting at Cumberland Methodist Church, two blocks away. The group — well dressed and orderly — sang "We Shall Not Give Up" and "We Shall Overcome" as they neared city hall where the mayor and county senator awaited their arrival.

Robert Roberts, local official of the Southern Christian Leadership Conference (SCLC) acted as spokesman for the group. He presented seven other persons who took part in reading grievances and demands which were several pages long, containing several thousand words.

Among the demands, were called for the immediate resignations of city and county public officials, including the school board, until an effective implementation of their other demands can be brought into existance.

Housing, police functions, employment, school integration and street paving were among a multitude of subjects covered in the wordy presentation of demands.

Much of the material covered called for integration of shop owners, clerks, business locations, residencies and banking personnel. The list also called for integration of store window manikins used to model merchandise.

The list also included a demand that the news media publish the grievances and demands word for word, but the news media was denied a copy of the list on two occasions. At Cumberland Methodist Church, a reporter was told to obtain a copy from the group when they congregated at City Hall. There, he was told he could get a copy if he went back to the church.

(Staff Photo By Jimmy Owens)

FLORENCE NEGRO GROUP ISSUES DEMANDS TO CITY AND COUNTY OFFICIALS SUNDAY
Part of the Delegation Which Marched on Hall to Demand Total Segregation Break-Down

Deaths and Funerals

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Florence Education

Enrollment Reaches 14,363 In Florence School District

By DENNIS J. CURRIE
Morning News Staff Writer

At the end of the first full week of school, enrollment has reached 14,363 in Florence School District No. 1.

Figures released Tuesday for the first five days of attendance showed a total of 8,532 white students and 5,831 Negroes enrolled. The total is up 595 from opening day.

Negro enrollment at 10 formerly all-white elementary schools was 699. On the high school level the total for McClenaghan, Southside and Poynor now stands at 338 Negro students.

Altogether this represents and increase of approximately 600 in the number of Negro students in schools once segregated. Last year, at the end of the 1968-69 term the total stood at 450 in round numbers. As of the conclusion of the school day Monday the total was 1,037.

On the teacher situation Personnel Director E. M. Alewine said "We have everyting pretty well filled. . .just a few spots here and there."

He explained that only a single special education class remained without a teacher out of the original number anticipated before the opening of classes.

However, three elementary schools — Tans Bay, Bonaire and Wallace-Gregg — have exceeded anticipated registrations by about 30 each. An extra teacher will be required at each location to handle these pupils, bringing to four the number needed to bolster the instructional staff up to full complement, according to Allewine.

Last year's total was 15,045. Projections based on the past several years led to an estimate of approximately 15,350 expected for the present term. However, enrollment has yet to reach the figure for last year.

Enrollment is still off nearly 1,000 from the projected record of 15,350 for the 1969-70 term. This is expected to pick up gradually over the next week or 10 days as the "stragglers" finally arrive, Allewine said.

Here is the way the registration totals break down school by school in the 21 schools now operating:

Bonaire has 213 (150 white and 63 Negro); Briggs, 662 (630 whites and 32 Negro); Delmae, 656 (649 white and seven Negro); Harllee, 459 (327 white and 132 Negro); McKenzie, 472 (445 white and 27 Negro); Royall 604 (584 white and 20 Negro); Tans Bay, 381 (261 white and 120 Negro); Greenwood, 840 (653 white and 187 Negro); Timrod, 459 (369 white and 90 Negro).

At Wallace-Gregg 518 (397 white and 121 Negro) registered, including students from Mars Bluff; Carver, 763; Holmes 505; North Vista 942 and Savannah Grove 206 — all Negro.

School Boycott Planned

Negroes, protesting the closing of Willow Creek Elementary School, are seeking a week-long boycott of Florence area schools.

Nightly rallies have been planned here to drum-up support for the boycott, scheduled Sept. 22-26 in Florence School District No. 1, according to a spokesman for the Pee Dee Conference of the Southern Christian Leadership Conference.

The spokesman said Sunday that if the boycott keeps 80 per cent of the nearly 7,500 Negro pupils of the district out of school, the effort will be considered a success.

The SCLC-led group of parents and pupils, who formerly attended Willow Creek school, have been picketing the district school administration building for the last two weeks. The Black Parents for Action Committee is seeking to have the school reopened and white children assigned to it, rather than send their children to predominantly white schools.

Tax Books Closed

Florence County tax books, for receiving payments on county property taxes, will not open Monday as scheduled.

Treasurer E. L. Chapman reminded Sunday that a delay in opening of tax books has been caused by the changeover in the preparation method of tax notices. Therefore, taxes can not be accepted by the county until further notice.

Chapman said it will likely be a few weeks before tax books can be opened.

However, about 15,000 tax notices will be mailed Oct. 1 and another 15,000 are scheduled to go out Oct. 4. Payment, on these notices should not be made until tax books are opened.

Meeting Slated

The Pee Dee Natural History Society will hold an organizational meeting Monday night in the recreation room of St. John's Episcopal Church.

The meeting is scheduled to begin at 8 p.m. Officers of the society elected earlier in the year will officially take over their duties at the meeting.

Alumni Meeting

Dr. J. M. Lesesne, president-emeritus of Erskine College, will be guest speaker at a meeting of the Pee Dee Chapter of the college's alumni here Monday night.

The meeting, to open solicitation for the 1969-70 Erskine Living Endowment campaign, is scheduled to get underway at 7 p.m. at the P&M Cafe.

Charles Adams of Florence, chapter president, said Dr. Lesesne will speak to the college's graduates after the kick-off dinner.

A $10,000 challenge gift is being offered the campaign by 16 alumni and friends of the college to kick-off the drive.

The State

WILLIAM D. WORKMAN JR., Editor

WILLIAM E. RONE JR.
Editorial Page Editor

WILLIAM P. CHESHIRE
Associate Editor

CHARLES H. WICKENBERG, Executive News Editor

14-A Columbia, South Carolina, Wednesday, September 10, 1969

Tactics And Demands Of Militants Senseless

BLACK activists are on the march again in at least two South Carolina localities this week, making demands on the "power structure" and in general comporting themselves in a senseless fashion. Senseless because the demands themselves are mostly senseless and also because, most of all, the tactics are.

In Anderson, some 300 demonstrators marched around the post office Sunday, chanting "We Shall Overcome" and calling for an end to alleged discrimination in the hiring of postal employes. They attracted a good deal of attention and even evoked a counter-protest, equally as senseless, by the Ku Klux Klan.

But if the job discrimination of which they complained exists, it will go on existing until the protesters forego the thrill of street marches in favor of a more promising line of attack. Say, a suit in federal court under any one of a dozen civil rights laws and executive orders banning discrimination in employment.

Admittedly, no such easy course is available to the Florence demonstrators. They are asking, among other things, that political lines be redrawn in such a way as to "insure" the election of Negro officials. Not to make such an outcome probable, please note, but to insure it. The name for this process is gerrymandering, and the courts historically have frowned upon it.

The demonstrators have made other ridiculous demands as well: that white officials now presiding over state, city, county and federal agencies resign so that half of them can be replaced by blacks; that Negroes arrested during racial troubles last month be exonerated and that any fines so far collected be turned over to a Black Liberation Fund; that the racial composition of the police and sheriff's departments reflect the ethnic origin of those persons arrested over the last 12 months; and, finally, that half the city's department store mannequins be black.

One remaining complaint in Florence should elicit sympathy from both sides of the widening racial chasm. On orders from the Department of Health, Education and Welfare, Florence officials shut down an all-Negro school and directed that its student body be transferred to predominantly white schools. Negro parents complain, with some logic, that school officials might just as easily have bused whites to the all-Negro school — or, it might be added, kept hands off and let parents exercise free choice in school assignments.

Even here, however, the Negro protest is misdirected. In Florence, as in hundreds of other areas across the South, school officials are under pressure from Washington to participate in all kinds of disruptive experimenting. Those officials who capitulate too eagerly may rightly be chastized, but even the most weak-kneed are not at fault entirely. The major blame belongs to Washington, and it is in Washington that any effective protest will have to be lodged.

In the meantime, nothing worthwhile is very likely to result from the fulminations now in progress around the state. This kind of noisy intemperance may impress the impressionable and add to the illusion that militancy works. But nothing much will really be accomplished under the leadership of men who, to judge by their behavior, might stand in for those sought-after department store dummies without the substitution being noticed.

Steady Rise

IF YOU think state taxes are creeping up on you, you're right. Since 1959 a major state tax has been increased, in one state or another, at the rate of one every 13 days. And a major new state tax has been added at the rate of one every five months.

South Carolinians have fared better than most, but they are now feeling the bite as a result of essential increases made by the 1969 General Assembly. Without federal tax-sharing, the trend will likely continue.

Lett

Tricentennial Waste Of Mone

To the Editor:

I wish to echo the tl of the many concern zens who have alread ten about the absurd of the Tricentennial C sion. It is evident the is being allowed to before the final gar expenditures are dole

It never ceases tc me how certain p railroad programs in strong opposition, as the recent sales tax It makes no differen er one was pro or method employed wa precedent.

Now, again, a biz sion is made, this t stroy one of South newest and most archaeological find cision was openly many, including a c member, yet t roared full steam

The governor ha to say dissension i that we should no carry forth the Tr I wonder if he v said the same ha sion been made t with some of this n

I enjoy tradition as the next man, b overdo it. This T

N.

Florence Morning News

Published by The Florence Printing Company

John M. O'Dowd — *President and Publisher*

James A. Rogers — *Editor*

THURSDAY MORNING, SEPTEMBER 11, 1969

Self-Defeating Extremism

It must be obvious to those protesters who presented a long list of grievances in Florence Sunday that their very extremity is self-defeating.

Moreover, second thoughts on their part should lead them to consider the folly of alienating the many whose understanding of racial problems and sympathy with the cause of racial justice have led them to throw their influence behind many efforts to open new doors of Negro opportunity on many levels.

In reading the nine-page legal size paper listing of grievances, typed single space, one reaches the obvious conclusion that in sum total they represent a type of racism-in-reverse that is so foreign to the whole concept of legitimate civil rights that even those responsible for presenting them cannot miss the implication.

When race itself is made the basis for employment and officeholding, rather than qualifications for employment and office-holding; when wholesale and immediate resignations are demanded to make way for a balanced racial ratio; when the democratic process is sacrificed to achieve what can only be achieved instantly by the orders of a dictator government — all of which are implied or specifically demanded in the list of grievances — then the controlling motivation of those responsible for such demands is race, not ability, not merit, not qualification, not character. In simple terms, that is racism, against which the whole concept of civil rights is directed.

If it be charged, as it justly can, that this kind of racism has been practiced by the white community, it must be added that it is against such racism that determined and sincere efforts have been, are being, and will continue to be made by an increasingly large segment of the white population. But it must also be added that the efforts will be crippled seriously, if not negated, by insistence upon senseless demands that can only alienate when the urgent need is for sensible dialogue in an atmosphere of mutual search for sensible answers.

The perfectibility of man and the society in which he lives is a doubtful premise at best. But even if the premise be accepted, perfection cannot be achieved by giving orders or listing demands. Like education, it is never an instant or immediate product. Instead, it is a slow painful process achieved by commitment to an orderly, disciplined procedure that welcomes gains and seeks always to enlarge upon what is achieved, and never to destroy the foundations upon which it is built.

There should come a time when whites and Negroes are elected to office, not because they are white or black but because they are qualified by character and ability to do the job. Instances of this are becoming more frequent in the South.

Responsible Negro voices are needed in state and local government — not because they are Negro but because they also are citizens entitled to the same rights and the same opportunity to lead as others.

The same principle holds true in employment and appointive positions, and in respect to housing, street paving, education, recreation, cultural opportunity and all other factors that contribute to a better society for all. Nor should the white community be negligent or slow in combating prejudicial attitudes that stay these goals.

But excessive demands that confront one racism with another holds no promise.

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Sen. Dirk
Basics o

WASHINGTON — Everett Dirksen as leader of the Republican Party in the Senate has died, but his spirit of affability, conciliation and good-natured criticism of his opposition will linger on as an example of tact and effectiveness. Contemporaries in Congress will agree that he showed a knack in leadership which is sometimes called political skill but in reality is a keen understanding of human nature and how to make

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interesting tribute which reflected the attitude of opponents of the Republican leader. Mr. Meany said:

"WE AND THE senator were often on different sides on major issues, but we always knew him as an opponent of great legislative skill."

Sen. Dirksen was usually called a "conservative" in the press, but much of the considerations and supported the cause which he thought was right. He favored removal of the ban on prayer in the schools, and was criticized for it by some groups. But basically he was not in favor of any prescribed prayer or the establishment of any religion in the public schools. He seemed to feel that the right to pray should be the right of every individual even in the classroom.

We visited St. Peter's Church. Some members of our party attended Catholic services there one Sunday morning, while others chose to attend services at nearby Immanuel Lutheran and Anglican church in the densely Arab sector of the city.

Burial of Pike at St. Peter's by the sea is not without a certain symbolism. Himself a man of deep inner struggle, his remains lie where struggle is part of the land itself, and at a special point in the land where religious cultures — Islam, Christian, Judiasm — are struggling in the larger context of Arab-Israeli confrontation.

A Guest Editorial

Militant Tactics and Demands

From The State

Black activists are on the march again in at least two South Carolina localities this week, making demands on the "power structure" and in general comporting themselves in a senseless fashion. Senseless because the demands themselves are mostly senseless and also because, most of all, the tactics are.

In Anderson, some 300 demonstrators marched around the post office Sunday, chanting "We Shall Overcome" and calling for an end to alleged discrimination in the hiring of postal employes. They attracted a good deal of attention and even evoked a counter-protest, equally as senseless, by the Ku Klux Klan.

But if the job discrimination of which they complained exists, it will go on existing until the protesters forego the thrill of street marches in favor of a more promising line of attack. Say, a suit in federal court under any one of a dozen civil rights laws and executive orders banning discrimination in employment.

ADMITTEDLY, no such easy course is available to the Florence demonstrators. They are asking among other things, that political lines be redrawn in such a way as to "insure" the election of Negro officials. Not to make such an outcome probable, please note, but to insure it. The name for this process is gerrymandering, and the courts historically have frowned upon it.

The demonstrators have made other ridiculous demands as well: that white officials now presiding over state, city, county and federal agencies resign so that half of them can be replaced by blacks; that Negroes arrested during racial troubles last month be exonerated and that any fines so far collected be turned over to a Black Liberation Fund; that the racial composition of the police and sheriff's departments reflect the ethnic origin of those persons arrested over the last 12 months; and finally, that half the city's department store mannequins be black.

One remaining complaint in Florence should elicit sympathy from both sides of the widening racial chasm. On orders from the Department of Health, Education and Welfare, Florence officials shut down an all-Negro school and directed that its student body be transferred to predominantly white schools. Negro parents complain, with some logic, that school officials might just as easily have bused whites to the all-Negro school — or, it might be added, kept hands off and let parents exercise free choice in school assignments.

EVEN HERE, however, the Negro protest is misdirected. In Florence, as in hundreds of other areas across the South, school officials are under pressure from Washington to participate in all kinds of disruptive experimenting. Those officials who capitulate too eagerly may rightly be chastized, but even the most weak-kneed are not at fault entirely. The major blame belongs to Washington, and it is in Washington that any effective protest will have to be lodged.

In the meantime, nothing worthwhile is very likely to result from the fulminations now in progress around the state. This kind of noisy intemperance may impress the impressionable and add to the illusion that militancy works.

O THE EDITOR

ple Queen'

Being a former Florentine, having lived in Florence more than thirty years, we were pleased and excited about it all. The contestents were housed in the local homes. We were delighted to have Betty Ann, and her mother, Mrs. Jordan, assigned as our house guests.

All Florence people should be proud and pleased by being so well represented. We are happy for them and wish them much success in future competition wherever they go.

Dawson J. Stallworth
Westminster

Billy Graham Answers:

I have been praying for a long time offering to give my life completely to Christ. My prayers have not been answered and I am deeper in sin than ever before. What can I do? L. B.

It does little good to pray if we are not ready to do all we can to help our prayers to be answered. You say you are in deeper sin than ever before, and yet you say that you have been trying to convince God that you are ready to give yourself completely to Him. I'm sure that He is unconvinced, since your behavior, your conduct, is in contradiction to your resolves and desires.

Instead of seeking some emotional satisfaction, or some evidence, tell God that you are sorry for your sins, and mean it. When Christ meets us, He always says, "Go your way and sin no more." Your prayers are not answered because you have not given the Lord any evidence that you really mean business, and repented of your sins.

When Jesus healed people, He always gave them something to do, and one of the requirements of discipleship, is to "leave all and follow him." When you become in dead earnest, sincere enough to do your part, God will always do His part. But He Doesn't reveal Himself to those who are half-hearted in their desires. We can't have Him, if we desire sin more.

Florence Morning News
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Attorney Dies, Once Partner Of Haynsworth

CHARLOTTE (AP) — Eugene Bryant, 66, former law partner of Judge Clement Haynsworth, President Nixon's nominee for the U. S. Supreme Court, died Thursday in a Charlotte hospital.

Bryant, senior partner in the Greenville, S. C., law firm, was stricken with a heart attack at a motel.

Bryant was in Charlotte for the 50th wedding anniversary of his brother, James R. Bryant.

He was a senior member of the firm of Haynsworth, Perry, Bryant, Marion and Johnston. Haynsworth severed connections with the firm when he was appointed to the U. S. 4th Circuit Court of Appeals. The firm retains the Haynsworth name because it was founded by the judge's grandfather.

Haynsworth, now chief judge of the appeals court at Richmond, Va., was nominated by President Nixon to succeed Abe Fortas on the Supreme Court.

Bryant was a graduate of Furman University and had practiced law in Greenville for 42 years.

Among survivors are his widow; two daughters, Mrs. Eddie Smith and Mrs. Frank P. McGowan; a son, Wade H. Bryant, all of Greenville; another brothers,Dr. Wade H. Bryant of Richmond, Va.; and four sisters, Mrs. E. M. Hicks of Florence, Mrs. R. G. Skinner of Jacksonville, Fla., and Mrs. J. G. Arnold and Mrs. Mattie B. Kendrick, both of Greenville.

Funeral services will be conduced Friday at 4:30 p.m. at Greenville First Baptist Church by the Rev. James G. Stertz and the Rev. Dr. L. D. Johnson. Burial will be in Woodlawn Memorial Park.

(Staff Photo By Jimmy Owens)

STUDENTS AT USCF RECEIVE THEIR BOOKS DURING REGISTRATION WEDNESDAY
Mrs. Linda Allaman Gives Receipt To Vicki Helms, Phyllis Weaver

USCF Registration Starts

Registration at the Florence regional campus of the University of South Carolina began Wednesday with approximately 148 sophomores signing up for classes.

Marvin Lynch, admissions officer, said it was difficult to determine if there were more sophomores than the first day last year because registration procedures are different. Last year freshmen and sophomores registered on the same day.

Lynch said several sophomores were unable to register Wednesday and will register with freshmen Thursday. The admissions officer said it was difficult to predict how many would register Thursday, but freshmen applications were up 25 per cent.

Thursday's registration will begin at 8 a.m. for students with last name beginning with letter T-Z; L-S will be from 9 a.m. until 10 a.m.; D-K from 10 a.m. until 11 a.m. and A-C from 11 a.m. until 12 noon. Registration for students missing their regular time will be from noon until 1 p.m.

Students are to obtain their card packets in Room 125 and also have their picture taken.

Final registration for late card packets and students who missed previous registration periods will be Tuesday from 2-4 p.m.

Classes for the fall semester ill begin Wednesday vith Sept. 20 being the last possible day to enroll.

Florence (S.C.) Morning News Fri 9/12/69 P 2 A

Board Hears School Closing Protest

An official protest over the closing of all-black Willow Creek Elementary School was lodged Thursday night by a group of about 20 Negroes attending the Florence School District No. 1 Board of Trustees' regular meeting.

Mrs. Bertha Thomas, spokesman for the Black Parents for Action Committee, opened the hour and a half question-answer session by reading a statement. She said in the statement that black parents of the rural Willow Creek area "desire to make known" to the board, the U.S. Department of Health, Education and Welfare and the public "our dissatisfaction over the closing" of the school.

She requested that the Willow Creek school be opened now, and said she was demanding an immediate answer.

Superintendent Henry L. Sneed explained to Mrs. Thomas and the group that HEW had negotiated the plan which closed Willow Creek and Tans Bay Elementary Schools, another all-black school. He said to reopen negotiations after the school year had begun would tend to be disruptive to the education of all children, and may result in the district losing its compliance with HEW guidelines. He said it could result in loss of federal funds totaling nearly $1 million.

Sneed also noted that Willow Creek Elementary School was in need of renovation on its septic tank, kitchen facilities, etc.

Discussion during the question-answer session drifted away from the Willow Creek school situation, and most of the time was spent in talking about total integration of the district. A one point, the subject of black studies was discussed at length.

Occasionally, however, a parent or resident of the Willow Creek area would inject Willow Creek into the discussion.

Sneed said at one point that he would oppose the reopening of Willow Creek school this year and would recommend to the board that no such action be taken.

Marcus Matthews, black community developer at Cumberland Methodist Church; Robert Roberts, president of the Pee Dee Conference of the Southern Christian Leadership Conference; and Richard Green, vice chairman of the local SCLC, dominated the question session. Most of the questions were directed to Sneed, Board Chariman O.S. Aiken and Board attorney Laurence McIntosh.

Sneed was asked at one point to give three reasons why white children have not been assigned to black schools this year. He answered that the plan does not call for it, and was interupted with another question.

Other questions pertained to the condition of certain schools, integration of faculty, the history of desegregation in Florence schools, teacher qualifications, school busing, etc.

The school administration building was picketed for several days after the opening of school Sept. 2, and some black parents of the Willow Creek area have kept their children out of white schools in protest.

★ ★ ★

Central Kitchen Approved

Final approval for a central kitchen has been granted by the biilding and planning division of the State Board of Education, it was reported to the Florence Public School District No. 1 Board of Trustees at its regular monthly meeting Thursday night.

Food prepared on the location of the district warehouse between Maple and Ceadr streets will be transported to all the schools in insulated containers. Estimated cost of the new structure is $250,000.

The Board of Trustees previously had voted approval after conferences with architects and food consultants. It thus becomes the only public school system in South Carolina utilizing the idea. Operation is scheduled to begin during the 1970-71 school year.

Other business included letters of appreciation from Olin K. McDaniel III for support of his participation in the regional science fair earlier in the year and Tom Crane for financial aid towards a masters degree. Mrs. D. C. Weeks read a letter of appreciation for assistance in her post-graduate study.

Two married students were given permission to continue their studies.

A communication from the State Board of Education was received reporting that funds may be granted for a third kindergarten class funded through the state.

9-16-69

Firemen Promoted

9/16/69 Florence

Two members of the Florence Fire Department have been promoted to the rank of lieutenant, it was announced Monday by City Manager R. Powell Black.

Black said L. A. Hawkins of 108 N. Kemp St. and C. G. Sims of 318 S. Ballard St. have been promoted to the rank effective last Friday. Both firemen have 16 years experience with the fire deparment.

Ben Dozier made the recommendations for the propmotions last April.

Dozier said the promotions are necessary due to the rapid growth of the city and the need for direc supervision at Staion No. 2 in north Florence.

The two are the first Negroes to hold the rank of lieutenant with the Florence Fire Deprtment, according to Black.

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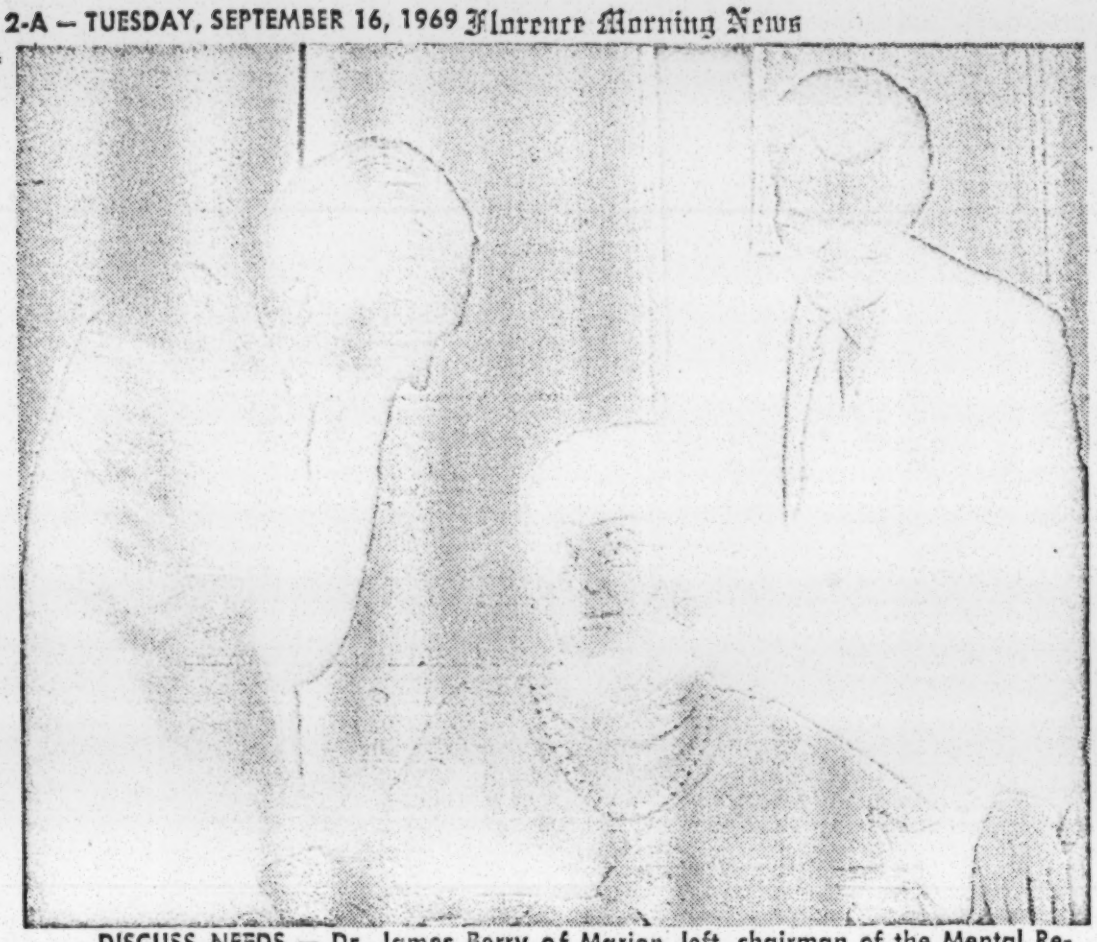

DISCUSS NEEDS — Dr. James Berry of Marion, left, chairman of the Mental Retardation Commission, Mrs. Barbara Sylvester, president of the Florence County Association of Retarded Children, and Dr. Charles Barnett, state Commissioner for Mental Retardation, discuss the needs of Florence County's mentally retarded and how these needs can best be met by Dr. Barnett's department. The group met with other mental retardation officials Tuesday in Florence.

Council Endorses Paving Plan for North Florence

City Council passed a resolution Monday endorsing the South Carolina Highway Department's proposal to pave more than three miles of streets in the city, most of them in north Florence.

The action was taken during council's regular monthly meeting. It authorizes the highway department to pave 19 blocks in north Florence and 10 blocks in southeast Florence by dedicating the streets to be paved as being within the state highway system.

Paving of the streets is expected to be accomplished within a few months, according to City Manager R. Powell Black.

Streets included in the 3.4-mile paving plan are as follows:

— A one-block section of North Dargan Street from Roughfork Street to Vista Street.

— A four-block section along Manning Street from Rose Street to Layton Street.

— One block along Jeffords Street from Evans Street to Day Street.

— A three-block portion along Frazier Street from East Lucas Street to Roughfork Street.

— Two blocks along Bradford Street from Roughfork Street to Mullins Street.

— A three-block section along Commander Street from West Lucas Street to Roughfork Street.

— Two blocks along Liberty Street from North Irby Street to North Dargan Street.

— One block along Preston Street from Sanborn Street to McQueen Street.

— A four-block section along South Jarrott Street from Noble Street southerly to the city limits.

— A two block section along Lincoln Street from Athens Street to East Roughfork Street.

— A six-block portion along Kershaw Street from the city limits to South Jarrott Street.

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Annexation Ordinance Passes

Florence City Council adopted on third reading Monday an ordinance annexing by petition an area proposed for Subdivision. The area contains 23 acres and is located northwest of the city near Carver School. Preliminary Priest. Residential areas are also scheduled to be placed on the new system next week.

— An ordinance establishing

Dr. Lesesne Helps Launch Erskine Fund

By RALPH KANEY
Morning News Staff Writer

Dr. J. M. Lesesne, president-emeritus of Erskine College, challenged members of the school's Pee Dee Alumni Association chapter Monday night to give to a "matching funds campaign" for the Erskine Living Endowment Fund.

There were some 60 persons attending the campaign meeting held at the P & M Cafe in Florence.

Dr. Lesesne was presented to the group by Dr. Erskine Moore of Florence, president of the Pee Dee Chapter.

Dr. Lesesne said the present enrollment of the college is the highest in the history of the school. There are 737 enrolled in the undergraduate school and 25 students in the seminary, giving an enrollment of 762 students, Dr. Lesesne said.

The former president said students today are better prepared for college than they were a few years ago. He said the college board examination is a good thing but does not always indicate a good student. He emphasized, however, that the college was always interested in receiving good students.

He stated the students at Erskine have good behavior which is one of the distinguishing characteristics of an Erskine student. He said that times have changed from what they used to be at the college. For example, he said when he was there a student was not allowed to brush their teeth after 10 p.m.

Dr. Lesesne said Erksine can take great pride in the faculty. It has one of the best in the history of the school, he said. There are more members of the faculty with Ph. D. degrees than ever before at the school.

There is more to a good school than administration, faculty, and students, the speaker said. They need loyal alumni who continue to support their school with their money, he said. Dr. Lesesne said the alumni gave more to the school last year than ever before. He said last year, Erskine graduates gave

pected to be accomplished within a few months, according

Street from Roughfork Street to Mullins Street.

— A six-block portion along Kershaw Street from the city limits to South Jarrott Street.

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Annexation Ordinance Passes

Florence City Council adopted on third reading Monday an ordinance annexing by petition an area proposed for development into a low-cost home subdivision.

It is the first annexation of an area north of the original city limits.

The area, containing 157 acres, was requested to be annexed by 80.3 per cent of the property owners who signed petitions. Specifically, the area is the Kirby property facing the Old Marion Highway north of the city. Plans have been made to construct low-cost homes on the property.

Included also in the annexation are Royall Street, Bell Street, Fortune Street and a portion of the northern end of Malloy Street. The area is east of Oakland Avenue.

Initially only a few persons will be added to the city's population of around 28,000, but development of the Woodmont subdivision calls for more than 300 persons to be added within a few years.

In another annexation action, council passed an ordinance on second reading to annex the proposed Carver Place Subdivision. The area contains 23 acres and is located northwest of the city near Carver School. Preliminary plans call for a number of low-cost housing units to be constructed in the area, according to City Manager R. Powell Black.

A public hearing was held during the meeting to consider a request of A. K. Hoffmeyer to change the zoning classification of property located on the west side of the 300 block of Revell Drive. Hoffmeyer proposes to change the zone from an R-1, single-family residential district, to both B-1, retail business district, and R-2, multi-family district.

Council turned the request over to the Greater Florence Planning Commission for further study and a recommendation.

In other actions:

— Council passed on third reading an ordinance to initiate the containerized garbage and trash collection system. The commercial part of the new system was scheduled to go into operation Monday, but delayed until next week according to Public Works Director Kenneth Priest. Residential areas are also scheduled to be placed on the new system next week.

— An ordinance establishing a uniform street naming and property numbering system was passed on second reading. The ordinance numbering system was passed on second reading. The ordinance instructs and authorizes the Florence city planner to make specific proposals for street name changes and property number changes to city council.

— Council passed on third reading an ordinance amending the present taxicab ordinance. Basically, it requires a better identification on the vehicles, uniforms for drivers and establishes June 10 as the date for liability insurance, taxicab vehicle licensing and taxicab drivers licensing to coincide with the city's general license policy.

— An ordinance to establish a 20 cents per 1,000 gallons as a water rate for users of 600,000 gallons or more was passed on second reading. The change is an increase of two cents per 1,000 gallons for large water users. It was reported that an audit report during the past fiscal year showed that it costs the ciy 19.13 cents to produce 1,000 gallons of water.

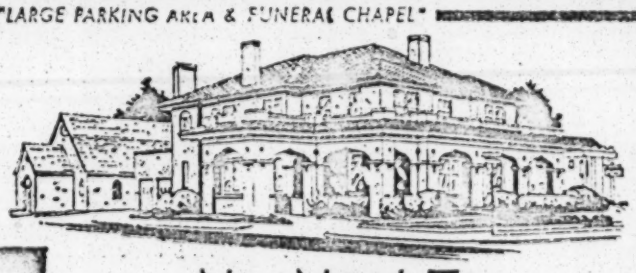
— An ordinance to zone areas annexed to the city in 1968 was passed on second reading.

— Council gave second reading to an ordinance to rezone the north side of the 100 block of East Cedar Street from R-2, multi-family unit dwelling, to CP-1, commercial and professional use.

— Third reading was given an ordinance to rezone the east side of the 300 block of South Coit Street from R-2 to CP-1.

— City Council authorized three leases for rental of property at the Florence Municipal Airport. Authorized to rent property at $300 per month were Poston Enterprises, Inc., Fairway Mobile Homes, Inc., and Horne Mobile Homes, Inc. The lease agreements are with the City-County Airport Commission.

"LARGE PARKING AREA & FUNERAL CHAPEL"



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Channel Master

history of the school, he said. There are more members of the faculty with Ph. D. degrees than ever before at the school.

There is more to a good school than administration, faculty, and students, the speaker said. They need loyal alumni who continue to support their school with their money, he said. Dr. Lesesne said the alumni gave more to the school last year than ever before. He said last year, Erskine graduates gave over $170,000 to the school. He continued that last year that the school was third in its class of schools in winning scholarships. However, he said, "The more you get the more you need and Erskine College needs many things in the way of buildings and equipment to help them do the job they really want to do."

Area chairmen for the Matching Funds Campaign were introduced by Charles Adams. They are as follows: Andrews, Rev. G. E. Hinson; Bishopville, Mrs. J. F. Reamer; Cheraw, Mrs. Elbert Huggins; Darlington, Mrs. William Cain; Dillon, Mrs. Daniel Epps; Hartsville, G. Neal Pickren; Kingstree, Mrs. Mary Kennedy; Latta, William H. Coleman; Bennettsville, Edgar Cox; Timmonsville, Samuel Lee; Marion-Mullins, Mrs. James C. Rowell; and Florence, C. C. Adams.

Harold McCown of Conway, chairman of the Central District, was presented by the chairman and asked to explain the endownment program of this year.

McCown asked the area chairmen to start "Clubs of Giving" in their areas. He said the drivers should be built around a program of "Towers of Giving." High Towers ($500 and above); Towers ($100 up to $500); Sustaining ($50 up to $1000); Participating ($25 up to $50); Regular (Up to $12 or Buck-A-Month).

McCown explained the Challenge Gift Offer as follows: Challengers will fulfill these terms: $100 for each new member of Towers Club; $10 for each new mener of Hig Towers Club; $50 for each i crease to $50; $25 for each i crease to $25; $10 for each i crease to $10 and $5 for ea increasse to $5 to an aggrega of $6,000. Then for each chap that reaches 95 per c participation by December, will be added to the Li Endowment to an aggreag $1,500, and for each town reaches 95 per cent particip by Dec. 1, $25 will be to the Living Endowme an aggregate of $2,500.

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ton, Whitevile, Chadbourn and leviated. | tactics in South Carolina. | name which has popped up in | choice.

The State 9-16-69 A1

Boycotts Continue In 3 Counties

Boycotts of racially troubled schools in Newberry, Horry and Dorchester counties continued this week and a massive boycott in Florence County is expected next week.

Attendance at all Negro Gallman High School in Newberry increased slightly Monday as student drivers returned to their jobs. Some 180 students attended classes.

About 50 others showed up at the school but refused to attend classes as part of the protest that began two weeks ago.

Friday, attendance was about 120 out of an enrollment of over 600.

The protest boycott demands a black studies program and Negro representation on the school board. Later the boycotters said they objected to sixth, seventh and eighth grade students from another predominantly Negro school being added at Gallman because of overcrowding..

Bus drivers walked out last week, saying they were paid less than white counterparts because the whites were given longer routes to serve. Gallman Principal James Weaver said the driver dispute had been settled, but would give no details.

In Horry County, a boycott that kept as many as 50 per cent of the county's Negro students at home Thursday and Friday of last week is continuing. The boycott is protesting the closing of several all-black schools in the county.

A nine-man committee, representing the organizers of the boycott said Negro parents wanted basic revisions in the

(See BOYCOTTS, 12-B, Col. 7)

21 Are Arrested In Incidents

UNION (AP) — Twenty one persons were arrested and at least one was injured during rock throwing incidents involving whites and Negroes in Union over the weekend.

The arrests were made between 10 p.m. Saturday and 3 a.m. Sunday. Police said there was additional, minor violence Sunday night, but no arrests were made.

The incidents were concentrated in a predominantly Negro residential area on East Cohen Street.

Union police said most of those arrested were Negroes. Charges included carrying an illegal weapon and creating a disturbance.

Officers said 16 automobiles, including two police patrol cars, were damaged by rocks, bottles and bricks. The windshields of several cars were shattered and the tires of one patrol car were slashed, police said.

A white person was struck in the chest by a brick while seated in a car. The injury was not believed serious.

The Union County Sheriff's Department reported some rock throwing at nearby Jonesville Sunday night, but there were no arrests made.

Racial tension developed in the Union area after several Negro pupils at predominantly white Union High School walked out of a football pep rally in protest over the playing of Dixie.

Later, school officials decided Dixie should not be played at school convocations and other meetings at which attendance is compulsory. Attendance at pep rallies is optional.

Some white pupils walked out of classes Friday and started singing Dixie in front of the school. Officials then closed the school early because of "the danger of something breaking loose."

Officers said school reopened Monday without incident.

Boycotts Continue

(Continued From 1-B)

Horry County's desegregation plan.

The committee met with the board of education Monday night, but a spokesman for the board declined to comment on any decisions that may have been reached in the meeting.

Rallies are planned by the Negroes to help spread the boycott.

The Rev. H. H. Singleton, pastor of Cherry Hill Baptist Church in Conway and a member of the committee, charged that the basic desegregation plan created a situation where Negro students would be a minority in all schools in the Horry County. He said this would make black students "sacrificial lambs" in the integration movement.

Negroes in the Florence area are holding nightly rallies this week to support a week-long boycott of county schools to protest the closing of an all-Negro school.

Gene Ham, local coordinator of the Southern Christian Leadership Conference, said that if 80 per cent of the approximately 7,500 Negro pupils in the district boycott Sept. 22-26, "it will be considered successful."

Parents and pupils who formerly attended Willow Creek School have been marching for the past two weeks protesting the closing of the school. They say the school should remain open or white children integrated into it, rather than Negro children being integrated into predominately white schools.

In another racial trouble spot, Four Holes Elementary School in Dorchester County, about 25 children of Indian descent have not returned to classes after the school was reopened by a Federal court order.

Picketing is continuing at the school, although R. W. Deville, school superintendent, said there was a "little less activity" Monday than last week.

The protestors want Four Holes closed this year rather than next year as directed in an earlier desegregation order.

Ms Ed.

FACULTY NEWSLETTER

Florence School District No. 1

Issue No. 1 September 18, 1969

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1. BOYCOTT - Most of you are aware of the boycott engendered by the SCLC and aimed at having black boys and girls remain out of school in protest of what some have said was discrimination against the black community in the closing of Willow Creek school.

All of us, or at least most people, grant the right of people to dissent. This is basic to our democratic society.

As educators our concern should be the damage which keeping children out of school will be to children. This is the Administration's and Board of Trustees' concern.

For those of you who are not familiar with the State Department of Education regulations I quote from the standards bulletin on page 48.

"A student must attend school 150 days before he can receive consideration for a unit of credit. (The 150 days refers to attendance in each individual class.) This will not apply to cases of extended or chronic illness when certified by a physician and approved by the principal or other excused absences."

Also, I quote from the school district policy adopted in this school district and found on page 14 of the 1964 Policies and Procedures Manual.

"Excused and Unexcused Absences----- "Excused absences are those caused by illness, death in the family, or emergency, (or for school sponsored activities). All other absences are unexcused absences. For excused absences teachers will allow and help pupils make up missed work including tests.

Teachers are not expected or encouraged to make-up work with pupils because of unexcused absences".

These regulations, as they relate to the boycott, give me concern but are regulations which I cannot change nor can the School Board change. Neither do you have a right to change them and we do have a responsibility to carry on the educational program for those children who attend school.

The SCLC has charged there are no Negro teachers teaching at Greenwood. The fact is there are 6 Negro teachers and a Negro assistant principal, 3 Negro teachers at Tans Bay and the others are located in other schools of the district. No teacher has been demoted or reduced in pay.

There are other accusations made which are equally unfounded. It is not the purpose of this Newsletter to go into detail on such.

I am grateful to all the faculty from Willow Creek and to those from Mars Bluff for putting the interests of children above personal interests or desires.

This information is given you for your information and so that you might answer questions posed by children.

In the days ahead I have confidence that you, as a faculty, will perform in a

2. "SPOT" MAPS - Principals will be calling upon you to help develop the "spot" map for your school. I regret having to call upon you for this but it is a must that we have the location of all children. Thank you in advance for your help.

3. UNITED FUND - The United Fund offers an excellent opportunity for school people to take an active part in meeting the charitable needs of the community. Surely we as teachers want to show to the community in which we live and work that we are concerned with those who benefit from the United Fund. Please - let the contributions you make come through your school in order that your school gets the credit. Your pledge may be spread over a 9 month period if you like.

4. RULES FOR DRESS - The rules for dress which will be distributed shortly is that as adopted for administrative policy until further changes are effected. This is a result of recommendations and study by principals, ladies on the staff, some PTA patrons, etc. It is not the intention to deny people the right of being individuals, rather this is an educational institution and the learning process should be the primary concern. The rules would appear to allow individuals considerable leeway in dress and yet prevent an extreme in grooming and wearing apparel which distracts from the learning process.

   It is hoped you might agree with these rules and reasoning. If you disagree you are at liberty to discuss the matter or any matter with the principal and then with me.

5. Call upon this office when you feel we can be of help.

H. L. Sneed, Jr.

H. L. Sneed, Jr., Superintendent

LETTER TO THE EDITOR

Florence (S.C.) Morning News, Sat 9/20/69, P.4

A Time to Listen... A Time to Act

To the editor:

In an editorial of Sept. 11, the view is stated that the grievances presented represent, to use the editorial title, "Self-Defeating Extremism." It makes three basic points: (1) they might alienate white liberal sympathizers, (2) they represent "racism-in-reverse" and (3) they ask for too much too quickly.

(Let me say at the outset that it seems to me that the Morning News would be performing a meaningful service to its readership if it were to actually publish the grievances and demands or at least a fair summary, rather than mere comments upon them.)

The first point is, it seems to me, patently paternalistic. Black people, sir, are no longer asking for sympathy — we've had too much of that already. We ask for equality in fact and justice. For too long, such white sympathizers as have dared to stand up and be counted on the basic issues of morality such as those set out in the black demands have been far too few and far between. Local white churchmen, for example, have maintained a resounding silence in this hour of moral crisis. For too long the price black people have paid for white sympathy has been personal dignity, honor and self-determination. For too long blacks have felt constrained to tell whites what whites wanted to hear.

THE RACISM-IN-REVERSE charge likewise misses the point. The simple fact is that race has long been the principal basis for employment and office-holding. White persons, but not black persons, have long been considered fully "qualified" to sit on school boards, for example, and determine school policies — even though they themselves are school dropouts. A white person can become governor of a state when his only "qualification" is a white face and the ability to jig to "Dixie" and swing axe handles at black persons asserting their constitutional rights, or to stand in a schoolhouse door, or to otherwise "outseggie" his opponents. White persons can become United States senators with "qualifications" of fisticuffs on the Senate floor; or President with the "qualifications" of having dropped out of school, or a lifetime of killings, or a penchant for reading shoot-em-up western stories.

But when it comes to black folks, the whites hue and cry is all about "qualifications." When the white employer wants whites, he seeks only people. But when he's asked to make amends for prior patterns and practices, he — in his liberalism — agrees to hire "qualified Negroes." When offices are held by whites only in a 50 per cent black community 100 years, it becomes "racism-in-reverse" to suggest that those offices should be held by blacks only for the next hundred years. And to ask, as did the demands, that blacks hold just half of the offices and jobs becomes self-defeating "extremism." I must say I find it hard to resist a well known quotation in defense of extremism by Presidential aspirant Barry Goldwater a few years ago when Goldwaterism was demonstrably the order of the day in this area.

The simple fact is that we fool no one — not even ourselves — by pretending not to notice the depths of white racism throughout every fabric of our society — in politics, in employment, in housing, in health, in education (witness the present school controversy regarding Willow Creek parents versus the educational white powers that be), and so on.

THE THIRD EDITORIAL point — that black people want too much too quicOkly — hardly merits a response. Suffice it to say that the day is over for black people to heed white cries for "patience" after hundreds of years of waiting. And if those south of West Evans Street have not yet gotten that message, then may God have mercy upon us all!

In my impotence — in my exasperation — I can only suggest wide reading and discussion south of West Evans Street of publications such as The Other America: The Poor Pay More; Characteristics of Human Resources in the Rural Southeast Coastal Plain, with Emphasis on the Poor (including Florence County) by the U. S. Department of Agriculture; Racial Isolation in the Public Schools and A Time to Listen A Time to Act, by the U. S. Civil Rights Commission; To Live and Die in South Carolina, by the South Carolina Council on Human Relations; The Kerner Report; and the Constitution of the United States.

Having said something on what the grievances and demands are not about, let me say a word on what they are about. They are about personalizing and humanizing the democracy; about democratizing the power — the legal, economic, educational and political institutions; about combating institutionalized white racism; about the sickness of white folks; about culturally conditioned criteria for entry into the mainstream; about the need for whites to study whites; about legalized theivery; about the end of spectator social science and the beginning of action; about the need for concerted attacks on the problems — a kind of basic surgery for this tumor that is eating out society's guts — rather than aspirin and palliatives; about a new power — the power of

(See A TIME, Page 6)

A Time...

(Continued From Page 4)

people determined to bring about change.

THEY ARE ABOUT all white draft boards drafting mainly black youngsters, who are not even permitted to vote, to go off and kill yellow youngsters all under the direction of whites; they are about secrecy in the conduct of the public's business; they are about mainly white law enforcement officials enforcing laws made by whites and enforced mainly against blacks; about deprecating the beauty of blackness and inculcating the beauty of whiteness; about denying the existence of racial problems; about inequality in employment, including through the use of the black public's resources; about segregation and inequality and wite control and white orientation of public education — from kindergarten through college; about segregation and inequality and white control in housing — from maternity ward rooms to cemetery — from annexations to zoning, all obvious from simply looking at a voting precinct map, or a city directory, or by riding up Dargan Street and crossing the railroad tracks, and subsidized largely with black folks' money; about the East Florence dump which is a disgrace to a so-called All America City; about the interrelationships between the inequility in housing — control of the turf — and inequality in education and prticipation in the political processes and in employment and all the rest.

They are about "the other Florence;" about An American Dilemma; about the Souls of Black Folks. They are about all of us, black and white, for whom the bells toll.

Mordecai C. Johnson,
Florence

7/6 Education

September 21, 1969

The Parents of Children in the Willow Creek School are asking the support of Parents and children in Florence School District No. I to join in a staying home from school starting tomorrow and until further notice.

The problem is that the School Superintendent and School Board have decided to treat black people different from white. They have gotten the Government to accept a so-called desegregation plan they drew up to keep from sending white children to black schools. They have called for "one-way" intergration." They have closed Willow Creek Elementary School and sent the black children to white schools. They have refused in several meetings to do what the black parent asked. They have refused to reopen Willow Creek and put nearby white children in it. They have refused to integrate black schools with white children. There are other problems we wont take your time to go into.

The Willow Creek Parents can't carry the burden alone. The burden is on all blacks to help solve the problem. Your school and your child is already involved. They will be discriminated against more if black people don't stand up.

We are asking all black children, WITH THE SUPPORT OF THE PARENTS, to STAY OUT OF SCHOOL STARTING TOMORROW.

- Come to a MASS MEETING this evening at 7:30 at Trinity Baptist Church in Florence for more details. Rev. James Orange, South Carolina Chairman of Operation Breadbasket will be there.

  Come to LESTER BASEBALL FIELD in West Florence on Sumter Street Monday and Tuesday Mornings at 9:00 for a Mass Meeting & teach-in.

  Come to TIMROD PARK on Wednesday and Thursday Mornings at South end of Coit Street.

  Come to the LUCAS PARK on Friday Morning. To get there Friday, go out South Coit Street to Cherokee Road, turn right on Cherokee Road go to Santee Drive, turn left on Santee Drive, the park is located on Santee Drive between Camelli Drive and Azalea Lane.

The schools on Second Ave are

STAND UP. PLEASE HELP in this fight. FREEDOM IS NOT FREE. HELP KEEP THE CHILDREN OUT TOMORROW ~~and until this problem is solved.~~

High Schools
McClenaghan
South Side
Wilson Senior High
Wilson Junior High
Williams High
Moore
Poyner

All Blacks
Carver
Holmes
North Vista
Savannah Grove
Bonaire
Greenwood
Hartee
Timrod
Tarsbay
Wallace-Gregg

Brown
Delmae
McKenzie
Royall

File - Gen. w/ Hr. & Edto

Florence Morning News

Published by The Florence Printing Company

John M. O'Dowd — *President and Publisher*

James A. Rogers — *Editor*

SUNDAY MORNING, SEPTEMBER 21, 1969

No Disagreement on Goals

Mr. Morecai C. Johnson's letter to the editor published in Saturday's *Florence Morning News* was an articulate expression of the black man's dilemma in a white-oriented society. It should receive wide and sympathetic reading, for it points out in rather clear terms the problems of Negro Americans in their insistence upon equality based on the inherent dignity of one's person whatever his creed or color.

The validity of this insistence we accept. Indeed, for years these editorial columns have stood for it. It is no more than the white man would require if the stituation were reversed. It has a sound basis in religion and morality.

It is not the goal that troubles. It is the danger of losing progress made toward that goal by failing to take into account the factors of human nature that do not always respond to reason, and that react instinctively and sometimes violently to extremist demands.

Equality for all Americans is a "journey of a thousand miles," and like every other journey, it "begins with a single step." The thousand miles cannot be covered in one step because of the limitations of the physical man. Similarly, complete elimination of injustices and inequalities cannot be realized as an instant achievement because of the limitations of the spiritual man.

But just as the physical man, when not thrown back by reactionary forces, can travel the thousand miles in due time, so can the spiritual man so develop his understanding and deepen his insights as not only to acknowledge but also to defend the inherent rights of all men.

That many miles on that long journey have been made in recent years must be apparent even to the most prejudiced observer. If much of it has been under the pressure of law, that, too, is progress. If long distances must yet be covered, the distances already covered are proof that the remaining distance is not beyond reach.

But gains are never absolute. They are always subject to loss from the kind of action that begets reaction, that alienates those who in all sincerity are seeking to make gains a constant experience. That's because we are dealing with human nature with all its original sin, its built-in prejudices, its traditional cultural mores, its inherent fears, not to mention its natural hatreds.

Nor are these difficulties confined. They are common to both the white and the black communities. For the Negro community, holding the militant black in check is always an immediate and pressing problem. For the white community, defusing the militant white and gaining his understanding and cooperation in making justice and equality a universal commitment is the painstaking and oftentimes discouraging task.

What is needed is more sympathetic understanding of the problem each side faces, clearer insight into the difficulty of making gains against a resistant human nature; a mutual commitment, strengthened by effective communications and reasoned dialogue, to let nothing happen to destroy gains already achieved; and promise that these gains will be added to in continued progress along this "thousand miles" of journeying together.

Florence (SC) Morning News 9/24/69 P. 4

LETTER TO THE EDITOR

Police Respect Noted

To the editor:

Recently, my great grandmother passed away and was laid to rest in a cemetery near Hartsville.

In order to reach the cemetery, we had to pass thru the cities of Florence, Darlington and Hartsville. One of the nicest gestures our family encountered was that of the respect shown by the Hartsville policemen. As the funeral procession passed thru Hartsville, each policeman was seen standing with his hat romoved and held over his heart. This small act of respect was noticed and greatly appreciated by our entire family.

I think that the cities of Florence and Darlington should take note of this small, but comforting expression of kindness and realize that any such actions are recognized and cherished by a family in their time of sorrow.

Speaking for our entire family, I would like to thank the Hartsville policemen for their thoughtfulness.

Mrs. Gloria Sutton

Florence.

Opposes Way Integration Taking Place

To the editor:

I am a sophomore at Wilson High School. I, for one, am against the way integration is being done, because I think it's being done wrong. I say this because integration so far has consisted of closing down two Black schools, Willow Creek and Mars Bluff wherein the blacks had no choice but to attend the school nearest them.

Integration isn't something to be forced on the blacks to attend all-white schools. Nor should it mean all-white students should be forced to attend all-black schools.

Integration is a two-way street, wherein both races agree on certain terms. These terms shouldn't be inconvenient to the blacks nor the whites.

Mamee Richardson

Florence

Florence Morning News

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-7/10 Educ

CITY NEWS BRIEFS

School Problems to Be Discussed

Local school problems in education will be discussed at the Greater Florence Chamber of Commerce breakfast meeting at 7:30 a.m. Thursday.

The meeting will be a downtown Holiday Inn.

Two features will constitute the program. One of them will be the chamber's education committee report on "Education in South Carolina and Its Problems."

Henry Sneed, district superintendent, will discuss "Education, HEW and You. . . In School District I." Sneed will report on what is being done to solve local school problems.

The chamber requests that reservations be made in advance.

PTO Meet Set

Rev. Creston J. Tawes, Episcopal Vicar for Religious Education of the Roman Catholic Diocese of Charleston and head of the religious education office in Columbia will speak to Parent Teachers Organization of St. Anthony's Roman Catholic Church in Florence at 8 p.m. Thursday.

His speech will concern new developments in religious education with emphasis on church instruction to the young.

A Charleston native, Father Tawes is a priesthood graduate of St. Mary's Seminary, Baltimore, Md. Having completed several graduate courses in religious education, he also has a number of years' experience in the field.

Probation Revoked

A Florence area man was ordered Tuesday to serve six months in prison for probation violation.

Wilbur Graham, 34, a farm laborer, was placed on probation in June, 1967, for non-support.

Probation officers claimed that Graham had failed to comply with the terms of probation and a hearing was held before Judge G. Badger Baker Tuesday.

The judge revoked six months of Graham's probation.

Church Revival

Rev. Herbert Carter of Dunn, N. C., Pentecostal Free Will Baptist Church superintendent, will hold revival services Friday through Sunday at China Grove Pentecostal Baptist Church on the Paul Jones Road.

The services on Friday and Saturday nights will be at 7:30 p.m. with the Sunday service at 11 a.m.

This is homecoming Sunday, and Rev. Carter will also dedicate the new educational building. Dinner will follow at 12:30 p.m., and singing will be held in the afternoon.

To Face Charges

Two youthful escapees from the S. C. School for Boys are being returned to Florence from North Carolina to face escape charges as well as a housebreaking charge, police said Tuesday.

Detective Lt. Gene Lessmeister said the youths escaped during the weekend from the industrial school. He said they also are being charged with breaking into Sears, Roebuck & Co. during the weekend.

It was not immediately determined what, if anything, was taken during the breakin, which was discovered Sunday morning by Ptlm. C. H. Rigby.

Police denied o identify the youths because of their ages.

Project Slated

The Job Man Caravan, a South Carolina educational special pro- Carolina educational television special project, will be at the American Legion Stadium here Saturday at 2 p.m.

Funded by the Ford Foundation, the program features job information and a musical group. The show's host, Bill Terrell, will interview young people in the audience for use on later telecasts.

Representatives from the Florence County Employment Service office will also be at the stadium to help sign up applicants for job interviews.

Announcing a revolutionary new idea from American-Standard

The furnace

STUDENTS URGED TO END BOYCOTT

Florence (S.C.) Morning News 4/27/69 P. 2-A

End to 1-Way Integration Promised

Negro students were urged Friday night to halt their boycott and return to school Monday after Florence School District No. 1 Superintendent Henry L. Sneed promised that one-way intergration will be discontinued next year.

Sneed, conferring for about an hour with Negro leaders before speaking to nearly 100 students and parents at Wilson High School, said several times that one-way integration will not be practiced in Florence schools next year. He said whites will attend black schools and black students will attend white schools on a neighborhood school concept zoning plan in 1970-71.

He said, however, that such a plan must be worked out with the U. S. Department of Health, Education and Welfare in Washington before definite plans can be announced.

Negro students have maintained an absentee rate of 49 to 63 per cent throughout this week in protest to the closing of Willow Creek Elementary School. The Pee Dee Conference of the Southern Christian Leadership Conference and the Black Parents for Action Committee have demanded that the school be reopened and white students assigned to it.

Sneed told movement leaders during the pre-meet conference and the parents and students at the meeting that plans now are to reopen Willow Creek next year, but he could not give a firm answer on this or any other desegregation question until the school board and HEW have decided. He promised to keep the Negro community informed on progress of any desegregation plan.

Robert Roberts, president of the SCLC here asked that students be in school Monday and concentrate on studying "since Mr. Sneed has promised that we can look forward to total integration next year."

Sneed told the group, and was supported by Rev. W. P. Diggs, that historically in the South, HEW has accepted school plans when black schools are closed to accomplish desegregation. Under this year's plan, Willow Creek was closed and Mars Bluff is to follow suit when space is available at Wallace-Gregg Elementary School. No white children were assigned to Negro schools this year.

Rev. Diggs of Florence, chairman of the National Association for the Advancement of Colored People's Education Committee, asked that Sneed outline several points which had been agreed on during the caucus. Sneed did, telling the audience:

—There are six Negro teachers who are teaching white children at Greenwood Elementary School. He said white teachers also teach Negro children. (Willow Creek children were assigned to Greenwood under the desegregation plan being used now.)

—The district does have qualified black principals who are capable of heading white schools. Some of the best teachers in the district are Negro teachers.

—The district cannot afford to close anymore school buildings, with the exception of Wilson Junior High School which is to be closed at the end of this school year. The building, admittedly, is delapidated and should be abandoned.

—Willow Creek school building will be made available upon request and payment of a fee to cover overhead costs such as heating. This is in accordance to school board policy to make all district buildings available for community functions.

—Teachers will be encouraged to use supplementary material in classrooms. Supplementary materials can include Negro educational materials and incorporated into regular history programs.

The only applause during the meeting came when a Negro woman stood and told Sneed that "if my three children have to go to white schools, it is only fair that white children go to black schools." Sneed's position on integration was then explained for about the fourth time.

At this point, Roberts inserted the only actual threat of the meeting: "If we don't have whites in black schools and blacks in white schools next year, and schools continue to be closed down, there just won't be any schools next year for anybody to go to."

Sneed asked Roberts and the audience that threats not be used in trying to work out such problems.

In opening the caucus, Rev. Diggs stated that "It is definitely the time to sit down and understand each other. Arbitration is necessary in times like this." He said certain matters needed "to be set straight." And Sneed, answering questions and making statements, apparently did.

Negro leaders said they were happy that Sneed "laid the cards on the table."

Deadline To Start School Plan Announced By Sneed

Work is expected to begin before the end of the year on a new desegregation plan in Florence School District No. 1 for the 1970-71 school term.

District Superintendent Henry L. Sneed, commenting on plans after a meeting with students and parents at Wilson High School, said steps will be necessary sometime in December in order to "have something to go on by February at the latest."

During the meeting Friday night, Sneed told an audience of Negro leaders, students and parents, that an end to one-way integration is "assumed" under a neighborhood school concept zoning plan. Sneed said if the plan can be worked out, he would assume whites will attend black schools and black students will attend white schools.

Such a plan must be worked out with the U.S. Department of Health, Education and Welfare in Washington before definite plans can be announced Sneed said.

Sneed said as far as he knows now the plan will be similar to the one submitted to HEW in early August but not accepted. He said HEW's non-acceptance of the plan does not mean it has been rejected.

The plan calls for the district to be zoned under a neighborhood school concept with transfer provisions for both black and white students. Transfers would be allowed providing students furnish their own transportation and space is available in the school a student desires to attend.

Sneed said he expects Title IV of the 1964 Civil Rights Act to be used in working out details of the plan for 1970-71. "This has not come up at a board meeting," Sneed said, "and I am assuming this is the step we will take." (Title IV is a federally-funded program designed to help school districts devise plans that meet compliance stipulations.)

The district was ruled in compliance this year under an HEW-accepted desegregation plan which affects mainly elementary schools. If the compliance ruling had not come, the district stood to lose more than $1 million in federal funds.

At the end of Friday night's meeting, students were urged to halt their school boycott, held in protest over the closing of Willow Creek Elementary School. Negroes maintained an absentee rate of 49 to 63 per cent throughout this week. Friday night Negro leaders urged students to return to school Monday.

Florence Riots

Florence Morning News

Published by The Florence Printing Company

John M. O'Dowd — *President and Publisher*

James A. Rogers — *Editor*

TUESDAY, SEPTEMBER 30, 1969

Look Now to the Problems

With a school boycott by Florence Negro students now ended and recent racial unrest apparently quieted, immediate attention should be given to all legitimate grievances which have been brought to public attention.

Despite what has been interpreted as extremist demands, it remains a fact that included in these demands are just grievances that can only fester new difficulties if restoration of quiet is misinterpreted as satisfaction with the status quo.

Among those items which require positive action is paving of streets in the Negro community. City Council, in cooperation with the State Highway Department, has already moved in this direction. There should be no let-up in the effort until the Negro community has the same advantages in paved streets as does the white community. This is simple justice, not to mention fair distribution of tax monies.

Equal job opportunities based on qualifications alone is another area which should claim increasing attention. To emphasize training for jobs without equal emphasis upon the availability of jobs without discrimination when the training is completed is hardly the way to serve the ends of fairness and justice.

Revival of the Community Relations Committee, along with a systematic scheduling of meetings, is needed for orderly airing of problems and to act as an advisory committee to the mayor, the City Council, the Greater Florence Chamber of Commerce, and other organizations and agencies whose help can be valuable in solving problems.

Past years have seen foundations laid upon which continued progress in human relations can be achieved. Failure to do so will serve only to play into the hands of militants, white and black, who feed upon unrest and cite to violence.

However much the status quo satisfies some, it holds no promise for the future. Everything about these times says that there must be progress away from discrimination and toward justice for all.

file note Florence (SC) Morning News 9/30/69 P-3

Garbage-Trash Collection Changes

A new residential garbage and trash collection system went into effect Monday in Florence.

The system, designed to produce better and more efficient service at lower cost to the city, will provide two pick-ups in eight days.

The city has been divided into three sections — A, B and C — for operation of the new service.

Area-A will be east and north Florence, B-area will be from Columbia railroad to the north side of Cherokee Road and C-area will be from the south side of Cherokee Road to the city limits on Third Loop Road. Priest said.

Priest said each area has been divided into six routes and all areas will receive identical services.

On any given day all of the city's trash and garbage equipment will be concentrated in one of these three sections Priest said. "Both garbage and trash will be collected at the same time. For an example of how the system works, area 'A" was serviced Monday; area "B" will be serviced Tuesday; area "C" will be serviced Wednesday; and on Thursday area "A" again is serviced, etc.

Priest said the A, B, C cycle rotates continually five days a week. He said each week two of the sections will receive two pick-ups. The third section will receive only one pick-up, which will be on Wednesday, but, the third section will have had Tuesday and Friday pick-ups the week before and Monday and Thursday pick-ups the following week.

Priest said the new system started with the city's old equipment. However, new equipment will be put into service within a few days, Priest said.

file note

Fire and Rock Throwing Mar Otherwise Quiet Night

file note A.M. News. 5/23/69. P-2

A minor fire at Sterchi Brothers Furniture Co. warehouse on East Day Street and reports of rocks being hurled on Oakland Avenue came late Friday night in Florence during an otherwise quite night of racial unease.

The fire, started by what firemen theorized was some type of object thrown into the warehouse, was put out in a matter of minutes after the fire station received the call about 11:10 p.m. The rock-throwing incidents were not reported as serious, and came about 11:25 p.m.

The early evening was quieter than Thursday night, according to reports, Thursday night.

Two persons were arrested earlier in the night. The first arrest was made at 8:56 p.m. and involved a 29-year-old. The second arrest of a 24-year-old man was made at 10:20 p.m. Both Negores were charged with carrying unlawful weapons.

The situation began Monday night following picketing at Little Farmer's Market and despite operator Charles D. Smith's agreement to close his store after a meeting with city officials.

The meeting was held after pickets marched on Smith's store earlier Monday in an effort to close the market. Negro leaders charged Smith with unfair actions involving Negro customers. Smith later said he has been forced to close his business by the city.

Ten arrests were made Wednesday during the third straight night of activity near the north Florence market where the picketing began.

An out-of-town Negro college student was arrested about 11:30 p.m. Thursday night and has been charged by police with carrying an unlawful weapon as well as possessing narcotics. Officers said the young man had some marijuana in his auto.

Three persons were picked up between 1:15 a.m. and 1:45 a.m. Friday on loafing and loitering charges. One of them, a 17-year-old white youth, also was charged with carrying a pistol and disorderly conduct.

Throughout Thursday night and Friday morning, there were no disturbance incidents with the exception of a pickup truck having been pelted by thrown missiles shortly before 9 p.m. Thursday.

The wake of calmness prevailed throughout the daylight hours Friday.

Since the Monday outbreak of civil disorder, 66 persons have been arrested on charges related to the racial unrest. Most of the charges have been loafing and loitering after midnight. Others include: disobedience to police officers, breaking glass in the streets, disorderly conduct, unlawful weapons, and two youths have been charged with breaking and entering.

file

POST OFFICE BOX
743

Mordecai C. Johnson
ATTORNEY AT LAW
354-A N. DARGAN STREET
FLORENCE, SOUTH CAROLINA

TELEPHONE
(803) 669-1891

October 10, 1969

Mr. Emory Via
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia

Dear Emory:

Enclosed, per conversation, is a packet of materials relating to the Florence Civil Rights Scene in which I have been involved.

Because, I suppose, we're crisis oriented, I have not arranged these materials chronologically. Would appreciate if you had some one do so. Also, copying.

As I indicated, I had thought the enclosed Resolution (known informally in some quarters of the local scene as "the Black Manifesto")* which I drafted together with a few of the surrounding documents, such as the editorials about them and my response, might be of sufficiently broad interest that we could sell them, possibly advertizing through Southern Regional Council and other sources, and use the money for community purposes. I know some details would have to be worked out, but I would like your reaction. Some of the notions embodied in the Florence Demands have already been utilized at the State Civil Rights leadership level and other communities in the State have expressed interest. In any event, I'm satisfied that we're on our way toward putting this city, this county and this State on the map, and I like to think I've played a role.

Sincerely yours,

Mordecai

Mordecai C. Johnson

MCJ/gg

Enclosure:

[* No document answering this description was found in this folder. A "Team Summary Report... September, 1968" seems to come closest. Archivist]

Labor News 10/31/69 TEAM

J. P. STEVENS LOSES 5th STRAIGHT APPEAL: POLLOCK SAYS IT'S 'NATIONAL DISGRACE'

NEW YORK—Continued defiance of the National Labor Relations Act by J. P. Stevens & Co., world's second largest textile manufacturer, has reached the proportions of "a national disgrace," according to William Pollock, general president of the AFL-CIO Textile Workers Union of America.

Pollock made this comment here today on the heels of the company's fifth straight setback in the federal courts, this time at the hands of the 5th Circuit in New Orleans, La. In the latest ruling, the court upheld a National Labor Relations Board decision reinstating four workers of the company's Dublin, Ga., plant to their jobs with full back pay and seniority. This raises the total of workers illegally fired for union activity and ordered reinstated to 111, with back pay already exceeding $1 million, Pollock said.

The textile union president said the strong language used by the 5th Circuit Court "demonstrated the growing impatience of the federal judiciary with J. P. Stevens." He cited the following comments by this court:

On the company's defiance of the law: "Stevens has shown not once or twice, or three or four, but five times that it will not abide by the demands of the law. . . . It now has five service stripes."

On the company's charge that the NLRB has "the unabashed objective . . . to aid the union in organizing Stevens employes": "This order may appear to be making the lot of the union easier. But it is being made easier solely because the employer has made that lot harder than the law tolerates."

On the company's "deep-seated anti-union convictions": It engaged in a "massive, multistate campaign to prevent unionization of its southern employes" with "numerous, persistent, flagrant unfair labor practices, coercive interrogation, surveillance, threats of plant closings and economic reprisals for union activity.'

' Two more cases involving additional Stevens violations are still in the process of adjudication, Pollock said, yet the company continues to violate the law. In view of this situation, it is "equally disgraceful" for the Defense Department to keep awarding multimillion dollar contracts to J. P. Stevens, Pollock said.

TEAM

Wall Street Journal 10-31-69

Cotton Mill Workers Said to Risk Lung Ill Of a 'Different Color'

* * *

Physician Who Fought 'Black Lung' of Coal Miners Mounts Battle Against 'White Lung'

By THOMAS L. EHRICH
Staff Reporter of THE WALL STREET JOURNAL

CHARLESTON, W.Va.—Dr. I. E. Buff, the physician who sparked the "black lung" fight among coal workers, is organizing a new crusade.

This time his target is "white lung," the name he has given to byssinosis. He estimates more than 50,000 cotton textile workers and retirees suffer advanced cases of the disease, caused by inhaling fine cotton dust. Others estimate the number of cases at 20,000 to 125,000.

"The people don't know how sick they are," Dr. Buff says. "They think they've got asthma." The symptoms are similar: Shortness of breath, coughing, wheezing and chest tightness.

Dr. Buff has begun organizing an educational campaign similar to the one he conducted in West Virginia on pneumoconiosis, or black lung. The black lung campaign led to formation of miners' "Black Lung Associations" in the coal-mining states and a three-week strike by 43,000 West Virginia soft-coal miners demanding disability compensation benefits. That demand was met by the West Virginia legislature. And the campaign played an important role in Senate and House passage of separate mine-safety bills providing for disability compensation. The House measure was passed yesterday, and the two bills will go to a conference committee to resolve differences between them.

Same Tactics Planned

Not surprisingly, Dr. Buff's new campaign will use many of the same tactics and is aimed at achieving much the same objectives. He is recruiting some 50 medical and public health students that he likens to "Nader's Raiders, the students who do investigative work for consumer crusader Ralph Nader. Mr. Nader also has spoken out against the disease, calling it "brown lung." The initial recruits are 28 students from the University of North Carolina at Chapel Hill, who met with Dr. Buff last Sunday.

Buff's Brigade will consist largely of mill workers' children. But he says "we're also trying to enlist the help of the Female Liberation Society," a women's rights organization, "because women make up a substantial portion of textile labor." The students will "live among the mill workers," Dr. Buff says, compiling case histories that will be used to document the prevalence of "white lung" and the need for compensation.

Dr. Buff says his study will bridge a research gap created by what he considers the reluctance of Southern universities to investigate a disease whose correction could prove costly to a major Southern industry.

Others agree more investigation is needed, but argue that byssinosis research isn't entirely lacking. They note that studies are being done by the University of North Carolina and by Duke University, and cite several Federally funded studies by a Yale University team led by Dr. Arend Bouhuys, a professor of medicine and epidemiology who is considered the leading U.S. authority on byssinosis.

Fairly Large Potential

Dr. Bouhuys says there is evidence the disease "can cause disabling lung disease in a fairly large number of people working in the textile industry." In the card room of a mill, he says, three of every 10 workers can be afflicted with "white lung."

The textile industry plans its own study to determine "whether there are any respiratory problems peculiar to the textile industry," says Lewis Morris, president of Cone Mills Corp. and chairman of a special industry committee on occupational health. A spokesman for the American Textile Manufacturers Institute says the industry doesn't accept the conclusions of other studies that symptoms shown by textile workers, such as coughing, indicate a respiratory disease.

TEAM (Textiles) OCT 1969

Union Raps U.J.A. Award To Union-Buster Stevens

NEW YORK—TWUA picketed in front of the Americana Hotel here on Sept. 9 in protest against an award for "humanitarian endeavor" presented to Robert Stevens, head of J. P. Stevens Co., by the Merchants Council of the Greater New York United Jewish Appeal.

The Union demonstrated after TWUA General President William Pollock, had wired Premier Golda Meier of Israel and the American Trade Union Council for Histadrut, the Israeli labor federation, protesting the UJA unit's tribute to a man who has been branded by organized labor in the United States as "the nation's No. 1 union-buster."

The TWUA telegram to Premier Meier said:

"We call your attention to United Jewish Appeal's dinner honoring Robert T. Stevens as 'great humanitarian' in New York Sept. 9. Stevens is the nation's No. 1 union-buster and repeated labor law violator. He is utterly unworthy of honor at hands of any organization that has a concern for working people. Money his company contributed to UJA came from sweat and misery of exploited J. P. Stevens workers. This gesture is an insult to the many American trade unions and their individual members who have been long-time contributors to UJA and Histadrut. We are shocked, appalled and outraged and want to make you aware of this travesty in name of people of Israel."

J. P. Stevens has been the object of labor board and court decisions "which have served to brand Stevens with numerous, deliberate and repeated violations of the nation's labor law," among them, the illegal discharge of 130 employees for exercising their right to form a union.

Bag Division Meets Oct. 10

ST. LOUIS—The annual conference of TWUA's Bag division will be held here on Oct. 10 at the Gateway Hotel, according to a recent announcement by Charles Sallee, Bag and Packaging director.

Sallee reminded all delegates who plan to attend the conference that they should come prepared with "information pertaining to their locals—such as extra contracts, side agreements, amendments to contracts, etc.

He also urged delegates to send in their reservations as soon as possible. The conference will start at 9 a.m. and conclude at 4 p.m.

TWUA members picket outside of Americana Hotel in protest against presentation of "humanitarian award" to Robert T. Stevens by the Merchants Council of the United Jewish Appeal. Distributing leaflets outside hotel before awards ceremonies was (right) Paul Swaity, TWUA's Organizing director.

Local 1588 Inks New 56c Pact

CHICAGO—A new agreement calling for a total package of 56¢ over a three-year period has been signed by members of Local 1588 and the Seating Division of Haskell of Pittsburgh, Inc., West Chicago, Ill., on a one-year early reopener of the existing contract, according to Dick Plescia, Chicago Joint Board manager.

Terms of the pact provide a 20¢ pay hike in the first year for all employees, plus 5½ in inequity adjustments.

Assisting Plescia in the negotiations were TWUA representative William Crutcher and a committee from the shop including Eliador Campos, president of Local 1588; Amelia Campos, secretary-treasurer; and Alfreado Gonzales, steward.

Demonstrators A Promised Support in Scho Efforts

Florence (S.C.) Morning News 9/1 p 2

By TOM ENGLISH JR.
Morning News City Editor

Negroes, protesting the closing of Willow Creek Elementary School in rural Florence County, were promised outside support Friday after the second day of demonstrations.

Richard Green, vice president of the Pee Dee Conference of the Southern Christian Leadership Conference, told a group of about 60 adults and children in front of the Florence School District No. 1 administration building that "we shall get help" from the "mother chapter" of ter Green made the y L. District Superintend ime Sneed offered for or to speak with "ffice, three" of the grou The but not out r the demonstrators, Willow reopening of a ent of Creek and the it, seek white students eed "in a group sessio refused the open." Sr (Sneed such a conf a con- made two during ference in ons.) Thursday d president

The local

told the crowd during the mid-morning demonstration: "just for the record, we have tried to communicate with the white man. It is now time to seek help." He said the help would come from the SCLC headquarters.

Mrs. Betha Thomas, a spokesman for the Black Parents for Action Committee, told the superintendent that "we want Willow Creek opened, and we want it every day."

Sneed noted then that he had gone to the Willow Creek school last week and discussed the desegregation plan approved by the U.S. Department of Health, Education and Welfare. (Under the plan, Willow Creek was closed and Mars Bluff, another Negro school, is scheduled to be shut down. Students of the two schools have been assigned, under the plan, to Greenwood, Tans Bay and Wallace-Gregg schools which are predominately white.)

Sneed said he talked with "you people and parents. And others (referring to SCLC members and leaders of the movement) came in out there and heard what I had to say. Anything further will be said in my office, and I will be glad to talk to you or any two or three that you want to bring in. You can bring the news media with you, if you want to."

He repeated the invitation, saying "I do not have the authority to open the Willow Creek school." He has stated that plans are to reopen the school in the future, but any action would have to be worked out with HEW and the school board.

Rev. W. L. Thompson, president of the Willow Creek PTA and pastor of Mt. Zion Baptist Church, asked Sneed why he was not invited to the meeting last week. Sneed said again that the meeting was open. "You just didn't get the word to attend the meeting. I will speak to any two or three of you inside."

Roberts called Sneed a segregationist, and said the black man is being treated unfairly "as far as education is concerned."

Green urged the group to encourage black students at Wilson Junior High School to stay out of school and support the Willow Creek movement.

Rev. Thompson prayed while the group sat down on the ground in front of the school office and then led singing of a hymn. The demonstrators were at the office about two hours before marching back to their starting point about noon. (The SCLC has been issued a permit to march to City Hall from Cumberland United Methodist Church at 4:30 p.m. Sunday to present grievances to Mayor David McLeod. Reportedly, these grievances do not pertain to the school situation.)

Sneed told the Morning News Friday afternoon that he would be out of town Monday and Tuesday on business. He did not elaborate.

Demonstrators have promosed,,however, to continue marching on the school administration building.

9-23-71

Pentagon Cites Gain In Minority Hiring By 5 Textile Firms

* * *

Concerns Employed 25.5% More Black Men, 118% More Women In Period From 1968 to 1971

9/23/71 — W-5-2

WASHINGTON (AP) — The Pentagon reported substantial gains in black employment by five of the nation's largest textile companies, including three once threatened with the loss of defense contracts.

A review by the department's Contracts Compliance Office showed that total minority employment between 1968 and 1971 increased from 21,031 to 31,182 at plants, laboratories and offices of the five companies in the Southeastern U.S., the Pentagon said.

Concerns covered by the review were Burlington Industries Inc., Dan River Inc., J. P. Stevens & Co., Fieldcrest Mills Inc. and Springs Mills Inc.

Three Adopt Program

Three of them, Burlington, Dan River and J. P. Stevens, faced possible loss of defense business in 1969 after government surveys reported they hadn't fully complied with civil rights provisions. However, the companies agreed to a program that called for taking steps to insure that job recruitment, hiring, placement and promotion was carried out without discrimination because of race or sex.

Pentagon officials said a review of the hiring practices of all five companies over the past four years show a gain of 25.5% in the employment of black males and an increase of 118% for black woman employes.

Between 1968 and 1971 male minority employment increased from 15,890 to 19,975 while statistics for females show an increase from 5,141 to 11,207.

Total Employment Gain

During the reporting period, the Pentagon said total employment of these five companies increased only 3.2%. "However, the percentage of minority to total employment for these concerns increased from 12.8% to 18.4%," the report said.

In another area, the spokesman said minority employment by the McDonnell Douglas Aircraft Corp. of St. Louis has exceeded goals set by the Defense Department despite a sharp decline in overall employment.

The big aircraft maker had faced the possible loss of a multibillion dollar contract to build the Air Force's new F15 fighter plane because of failure to conduct an audit of the firm's hiring practices.

Mordecai C. Johnson
ATTORNEY AT LAW
POST OFFICE BOX 743
354-A N. DARGAN STREET
FLORENCE, SOUTH CAROLINA
(803) 669-1891

ASSOCIATE
JOHN A. GAINES

TEAM

FEB 14 1972

February 10, 1972

Miss Jean Fairfax
Legal Defense and Educational Fund
Suite 2030
10 Columbus Circle
New York, New York 10019

Dr. Emory Via
Southern Regional Council
52 Fairlie Street, N.W.
Atlanta, Georgia 30303

Re: TEAM--Old Files

Dear Jean and Emory:

At the end of the year when I took stock I found that my office is literally bulging with files and materials and that I must dispose of some of them. I have a number of files--about three cabinet drawers full--related to the old TEAM operation. They include internal materials such as correspondence and materials from the Government people that were involved, a few financial records, materials on each of the counties with which we worked, and general employment, textile employment, and other Civil Rights materials including news clippings. Before throwing these materials away I would like to know from either of you whether you would like to have them put away in either of your libraries or whether you know of any other library or orchives that might be interested in having them. I would appreciate your letting me have your thoughts on this in a few days. If nobody wants them, of course, I guess I will just throw them away. I do know that the University of North Carolina has collected all sorts of materials for its orchives and that the University of South Carolina has also begun to do likewise. For example, both of these schools are discussing with the South Carolina Council on Human Relations (SCCHR) the possibility of obtaining their old files for their orchives and records. Of course, I am not able to go through all of these files in detail and isolate or separate the good from the bad, the secret from the open or anything else of that nature.

In any event, I would appreciate having your thoughts on this in the next few days.

Sincerely yours,

Mordecai

Mordecai C. Johnson

MCJ/rt

Next meeting Sunday P.M. 3:00

AMALGAMATED FOOD EMPLOYEES UNION LOCAL 590 et al.,
Petitioners,

v

LOGAN VALLEY PLAZA, Inc., et al.

— US —, 20 L Ed 2d 603, 88 S Ct —

[No. 478]

Argued March 14, 1968. Decided May 20, 1968.

Economic Action vs. Speech

SUMMARY

Because a supermarket in a new shopping center was nonunion, members of a food employees' union picketed the supermarket, carrying signs stating that the supermarket was nonunion and that its employees were not receiving union wages or other benefits. The pickets did not include any of the supermarket's employees, but were all employees of its competitors, and the number of pickets varied between 4 and 13 and averaged around 6. The picketing was conducted almost entirely in the supermarket's parcel pickup area and in that portion of the shopping-center parking lot immediately adjacent thereto. The picketing was peaceful and was accompanied by no threats or violence, and congestion of the parcel pickup area occurred infrequently. In the Court of Common Pleas of Blair County, Pennsylvania, the owner of the shopping center and the owner of the supermarket obtained an injunction restraining the union from picketing and trespassing upon the supermarket's parcel pickup area and the shopping center's parking lot, thereby restricting the union to picketing along berms beside the public roads outside the shopping center. The Pennsylvania Supreme Court affirmed the issuance of the injunction on the sole ground that the union's conduct constituted a trespass on the property of the supermarket and the shopping center. (425 Pa 382, 227 A2d 874.)

On certiorari, the United States Supreme Court reversed. In an opinion by MARSHALL, J., expressing the views of five members of the court, it was held that since the shopping center served as a community business block and was freely accessible and open to the people in the area and those passing through, the state could not delegate the power, through the use of its trespass laws, wholly to exclude those members of the public wishing to exercise their First Amendment rights on the premises in a manner and for a purpose generally consonant with the use to which the property was actually put, and that the state's generally valid rules against trespass to private property therefore could not be applied in the circumstances of the instant case to bar the union from the premises of the shopping center and supermarket.

DOUGLAS, J., concurred on the grounds that the shopping center had been opened to public uses, and that the union's picketing in regard to labor conditions at the supermarket involved constitutionally protected expression directly related to the shopping center's business.

BLACK, J., dissented on the grounds that under the Fifth Amendment's provision that no person shall be deprived of property without due process of law, there was no right to picket on the private premises of another to try to convert the owner or others to the views of the pickets, and that it was impermissible for the court, without providing just compensation, to confiscate a part of an owner's private property and give its use to people who wanted to picket on it.

HARLAN, J., dissented on the ground that the court should have exercised its discretion not to reach the First Amendment issue and should have dismissed the writ of certiorari as improvidently granted.

WHITE, J., dissented on the grounds that no parts of the shopping center were dedicated to the public for general purposes, its roadways were not like public streets, its occupants were not exercising governmental powers, and it was a place for shopping and not for picketing.

TOTAL CLIENT SERVICE LIBRARY REFERENCES

AM JUR 2d, Labor and Labor Relations (Rev ed, Labor § 439)

12 AM JUR PL & PR FORMS, Labor, Forms 12:1045.1, 12:1050

US L ED DIGEST, Constitutional Law § 935; Labor §§ 122, 132

ALR DIGESTS, Constitutional Law § 793(2)

L ED INDEX TO ANNO, Constitutional Law; Labor and Employment

ALR QUICK INDEX, Picketing

ANNOTATION REFERENCES

Right to picket as within right of free speech and press. 93 L Ed 1151 at page 1186, 2 L Ed 2d 1706 at page 1727, 11 L Ed 2d 1116 at page 1174.

State power to enjoin picketing as affected by federal labor relations acts. 2 L Ed 2d 1630, 15 L Ed 2d 941; 82 ALR2d 1026.

Legality of peaceful labor picketing on private property. 10 ALR3d 846.

Right of third party in area picketed during labor dispute, who has no connection with dispute, to relief against such picketing. 15 ALR2d 1396.

Picketing of place of business by persons not employed therein. 11 ALR2d 1274.

Legality of, and injunction against, peaceful picketing to force employees to join union or to compel employer to enter into a contract which would in effect compel them to do so, in the absence of a dispute between employer and employees as to terms or conditions of employment. 11 ALR2d 1338.

Harden & Ashby —
Produce Mgr — Said would order no ~~more~~ grapes

14th — fair response

Peaches — nothing

Bekendorf

— Hogwood —
A & P @ Emmanuel Home — Tax —
Concerned Clergy, Webster, Wa Council, Fr. Mullroy Becky, Louis —

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
WASHINGTON, D.C. 20506

In the matter of affirmative action between Equal Employment Opportunity Commission and _____ regarding recruitment, selection procedures, promotional programs, and testing of minorities the Company agrees, that the following steps shall be implemented immediately:

The _____ agrees to report in writing to the Director of Technical Assistance, Equal Employment Opportunity Commission Washington, D. C. 20506 when it has completed the undertakings outlined in the above paragraphs of this Agreement.

The report will describe the manner in which the undertakings were carried out. This report shall be submitted not later than sixty (60) days from the date of this agreement.

_____ _____

_____ _____

Technical Assistance officer DATE

In addition to action already taken to increase employment opportunities for minority groups and pursuant to the Company's established policy of equal employment opportunity the Office of Technical Assistance recommends that the following affirmative action program be implemented by subject company in its new plant expansion program:

1. All hiring, promotion practices, and other conditions of employment shall be maintained and conducted in a manner which does not discriminate on the basis of race, color, sex, religion or national origin in violation of Title VII of the Civil Rights Act of 1964.

2. The Company agrees that all facilities on the premises shall be available for the use of any employee without regard to race, color, religion or national origin; that there shall be no discrimination against any employee on said grounds with respect to the use of facilities, and that the notice required to be posted by Title VII of the Civil Rights Act of 1964 will be posted.

3. The Company agrees to report in writing to Division of Technical Assistance, Equal Employment Opportunity Commission, Washington, D. C. 20506, when it has completed the undertakings outlined in the following paragraphs of this Agreement. The report will describe the manner in which the undertakings were carried out.

4. The Company agrees to reaffirm the Company's policy and intent to adhere to and foster equal employment practices by (1) informing the Negro community through its Negro employees that the Company is engaged in a program of hiring males and females on a basis of qualifications for the job and without regard to race and (2) reassuring the Negro employees that the Company will maintain a policy of promotion from within based on seniority, qualifications and ability in compliance with Section 703(a)(2) of Title VII.

5. The Company will communicate to the Negro community the desire of the Company to hire qualified members of the Negro communnity for all jobs.

6. The Company will seek to affirmatively recruit men and women from the Negro community to work in all capacities within his plant and will hire all qualified Negro applicants.

7. The Company will work with the Negro community leaders in seeking qualified Negro males and females for employment in the Company.

****

MINORITY GROUP CONTACTS

	Name	Address	Phone	Organization
1.				
2.				
3.				
4.				

Ten Points to Prove that Hiring Negroes is Beneficial

1. Company experience with Negro employment has been favorable. There have been fewer problems than expected with initiating and maintaining an integrated work force.

2. The pressure on companies to employ Negroes developed "overnight." Many companies were not well prepared to meet it, and will continue to seek guidance for some time to come.

3. Although business is good, relatively few workers, white or Negro, are being added to company payrolls.

4. Few of the companies studied are doing as well as their chief executives say they want to do or as well as they think they are doing in employing Negroes.

5. Well-qualified Negroes seem to be in short supply today. Many companies said they would hire more Negro workers if they could find those able to meet their standards. Problems of training, upgrading, and advancement are of crucial importance today.

6. The new look in Negro employment is selection of Negroes for jobs formerly held only by whites, including supervisory work of mixed crews. Companies report generally favorable experience with these "breakthrough" appointments.

7. If a Negro is qualified for his job and if he does it well, experience indicates he probably will be accepted by those who work with him. But the acceptance may be limited to contacts within the company.

8. Companies expect all job applicants to meet the same standards of selection. There is increasing interest in ways to measure the qualifications of applicants fairly and objectively.

9. All of the programs studied by the Board that appear to be effective have one thing in common: a chief executive determined that the program produce results, and willing to commit himself to its success for an indefinite period of time.

10. Companies that have made most progress in employing Negroes report that a strong written policy statement on equal opportunity is needed to attract qualified applicants; also, a vigorous and sustained program of affirmative action, and adequate control to insure achievement of the company's intent.

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
WASHINGTON, D.C. 20506

AFFIRMATIVE ACTION

I. Adopt a Firm Policy

A. Make known your firm policy of non-discrimination to all management and supervisory personnel.

B. Use company publications to reiterate and re-emphasize your company's non-discrimination policy.

II. Broaden Recruitment Sources

A. Advertise in minority group newspapers.

B. Use minority group members in your advertising pictures.

C. Utilize present minority group employees in efforts to recruit other minority members.

D. Contact schools, churches, and responsible civil rights organizations for potential applicants who are qualified.

E. Send personnel interviewers to educational and training institutions attended primarily by minority group members.

III. Utilize Training Programs

A. Join with other employers on a community basis to establish the kind of training program minority group members need to qualify for jobs and promotion.

B. Offer guidance in local vocational training and career counseling programs to promote training and skills which your company can use.

C. Provide part-time employment for potential drop-outs to instill need for education and training.

IV. Audit Skills and Upgrade

A. Establish a policy of promotion based on merit.

B. Carefully check policy of promotion to produce positive results.

V. Progress Through Community Action

A. Enlist the aid of churches and responsible Civil rights groups for help in seeking qualified applicants.

B. Join with other employers to work with community groups in introducing equal employment opportunity in your area.

C. Set up merit employment councils in cooperation with other employers to pool talents and resources.

D. Invite minority group students to visit your company to observe professional and skilled workers to instill educational and training requirements.

BEST COPY AVAILABLE

AFFIRMATIVE ACTION PROGRAM

I. RECRUITMENT

A. Contact minority group organizations (such as the Urban League, Elks, NAACP, etc.) on a continuing year around basis to inform them of all job categories.

B. Contact high schools, colleges and employment agencies with large minority group enrollments.

C. Contact Community Action Programs (Poverty Programs) that are sponsoring Neighborhood Youth Corp programs and Job Corp Training programs.

D. Contact the Community Opportunity Industrialization Centers where possible.

E. Make special efforts to encourage minority groups to apply for all job categories - not just jobs considered to be available.

F. Place minority group personnels in public contact positions to interview and recruit all applicants.

G. Utilize company publications and publicity materials to picture all employees - regardless of their race, color, religion, sex, or national origin - on all levels of employment.

H. Advertise in minority group newspapers, community leaflets, organization brochures, etc.

I. Inform minority group organizations of job qualifications, requirements, and screening procedures used.

J. Encourage personal recommendations from existing minority group employees.

K. Participate in minority group community projects, such as school "Career Days" or "Job Fairs".

L. Maintain a file for applications for a period longer than two weeks.

M. Plant visitations by minority groups.

II. SELECTION PROCEDURES

A. Where test are utilized, they should be selected on the

basis of specific "job-related" criteria.

B. Permit retesting where appropriate.

C. Make sure test administers are fully qualified and firmly committed to the policy of Equal Employment Opportunity.

D. Evaluate applicants with arrest records - differentiating between arrests for questioning, arrest followed by acquittal, and conviction.

E. Reevaluate requirements for a high school diploma.

F. Use a total personnel assessment system to select employees - not just tests. (Evaluate the minority group stability work record pattern).

III. PROMOTIONAL TRAINING PROGRAMS

A. Initiate job training and work study programs to qualify for entry-level jobs.

B. Require supervisory personnel to justify recommendations for up-grading (stating reasons for passing over minority group employees).

C. Monitor placements, promotions, transfers and terminations at all levels to assure that non-discriminatory policy is carried out.

Many business leaders in the marketing world have found it good business to consider this integrated approach to their employment problems.

D. In addition, the community and present employees should be educated about their obligation under Title VII of the Civil Rights Act, 1964.

T E A M

PROPOSED BUDGET, 1968-1969

Director @ 1/3 time	$ 5,000
Secretarial Assistance	1,000[1]
Rent, Phone, Postage, Printing, Office Supplies	1,650[1]
Travel for director and community aides	1,200[2]
Community Aides	10,650[3]
Miscellaneous	500
Total	$ 20,000

Notes:

1. Based on shared office space and secretary and assumption of some overhead and operating costs by the cooperating agencies.
2. Travel for Steering Committee is borne by member agencies as is all other expenses incurred by those agency representatives.
3/ Based on proposed twenty week employment for 5 aides in South Carolina, 3 in North Carolina, and 1 in Virginia. Approximately $1,700 of the total is allowed for extending the 20 week period in some cases, adding aides in more productive areas, to place aides in new areas where circumstances suggest a good return, and to provide training for new aides.

TEAM

Dr. Emory F. Via, Director
Motor Education Program
Southern Regional Council
5 Forsyth St., N.W.
Atlanta, Ga. 30303

Dear Emory

Enclosed in rough form are the results of my report labors. I worked from your summary -- a pretty good generalized statement -- addin, some details and preparing + pulling together attachments. (You'll notice that we ran out of white paper)

While our last meeting resulted in some refocusing since your writing, I have not tampered with the last section of your summary ("what is proposed") although it does seem that the funding request is modest, e.g.,

in S.C. alone, 5 aides (Greenville, Spartanburg and 3 who work 2 or 3 counties) at $45 per week would cost $5858 for a 6 Month program, exclusive of administrative costs, and assuming that the cost of an aide working 2 or 3 counties would be the same as it would be for those working only one county.

In any event, after you "doctor" and finalize this, I would, of course, like to have a copy. If possible, zerox the SER article & the aide's final reports and return originals to me.

I hope this is along the lines of what you had in mind. If you need to talk with me, I'll be at the Luc Fund.

(Frank White) Mon & Tue

Mordecai

Inset — Note 6A

It has been of inestimable value in ~~dealing~~ our relations with Federal agencies to have had an active and visible field program. The Federal staff people respected ~~our~~ TEAM's commitment and that of ~~the~~ its Director. We secured significant practical and moral leverage ~~from the field operations~~ just from the ~~fact~~ existence of a meaningful field effort.

And such comparisons do not take into account the continuing gains from community organization, the stimulation of groups to act on their own, and the goading of public agencies to enforce laws or to carry out their duties equitably.

The field program has led to about 80 ~~(over fifty)~~ complaints[11] of discrimination ~~begin~~ being filed with federal agencies. Complaints have also been made about schools, the Technical Education Commission programs, and the employment service. In some cases corrective action has already taken place. The basic employment discrimination complaints are currently under investigation by EEOC.

The "general" activities of TEAM have included the further development of interagency cooperation (private and public), liason functions by TEAM Board members between government agencies and at times within an agency, the "watchdogging" of Federal agency efforts, and on occassion the confrontation of agencies with what was required of them by law and circumstances. There is not need to ~~spell~~ spell out these activities ~~out~~ in detail, but they have been ~~xxxx~~ an essential part of the total process. Although we have had good cooperation from government staff, the process has had to be prodded. Their activities, with and without our help, have assisted in the hiring of about 1,500 Negro employees in newly opened industrial facilities alone, the Atlanta office of EEOC visited some ~~100~~ 50 South Carolina plants urging affirmative action and offering assistance, a number of cases have been referred to the Attorney General for action. One of these has been settled in court, a few others are in process, and some will not be acted upon. EEOC Commissioners have issued complaints in a number of cases, but only one of these seems to have gone to the final stages. Confidentiallity requirements in the law have inhibited full reporting. The OFCC has made investigations and recommendations in six or seven of the ten largest companies and has proceeded to a showdown with one of them to serve as a model for the industry. The Labor

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11. See summary of staff activities attached.

Department is to take action against this company following September 30, if it has not then agreed to implement a far reaching affirmative program. [Further delay]

Some Problems

In almost no case were the problems of timing satifactorily resolved. In a one year effort which attempted to bring a number of separate private and public agencies together it would be expected that competing demands, bureaucratic procedures, and human failure would lead to an imperfect meshing of efforts. Some of the difficulty came about because TEAM launched its field program after some of the public efforts were well under way. Other problems stemmed from the vagaries of the national political scene.

It had been our hope that the results of enforcement efforts would be made available sooner to act as a stimulus to companies and community leadership and to Negro workers reluctant to seek jobs in textiles. We have, frankly, been disappointed that a stronger court ruling could not be secured during the year, that a good settlement did not result from a commissioner complaint which in turn might be made public, or that an OFCC investigation had not already lead to positive action or, if necessary, debarment from government contracts.

We have had perhaps a little less than half of the performance we had hoped for, and sometimes promised, from government agencies. In some cases delivery was beyond the capacity (staff, budget, political commitment) of the staff involved. The total effort probably compares quite favorably to others. The government people are satisfied that it had been a worthy undertaking considering the newness of the effort, that it was the first such cooperative undertaking, and that it was the first strategic action use of their research data. TEAM, though not satified, thinks that a practival assessment would in large part confirm the government staff ~~assessment~~ evaluation.

~~12 Further delays have now been encountered, but OFCC actions should be completed in October.~~

The Opportunity Now

The anticipation of a breakthrough with the "Big Ten" companies (OFCC action to secure positive programs or to debar) plus the effects of a new round of complaint oriented EEOC investigations, make us feel that the next few months will be the time of ~~greatest~~ greatest employment gains in textiles. The public and private agencies agree that to maximize this opportunity it will be important to have a community program to recruit workers, spread information about openings, and to keep track of the total process as it relates to actual accomplishment ~~monitor the various efforts going into the total process.~~

We are at that point, it would seem, where our various efforts are most likely to bear fruit in actual job placements. The Labor Department currently indicates that its actions should be completed during October. The EEOC initial investigations should be through in a few days. Both of these actions will alert the industry to the need for a more significant change in its pattern of employment. It should be remembered that the rulings affecting the "Big Ten" alone will include enforcement possibilities in literally hundreds of their plants located in the Carolinas.[13]

What Is Proposed

Add N.C. & Va

TEAM proposes to phase out its operations over the next several months. For that period it would continue, if funds are available, its community Aides program. In some areas the program would operate to take advantage of immediate opportunities, but in other cases we would time our activity to match favorable results from governmental action. We would not continue a full-time ~~exec~~ director, but would plan to use him in South Carolina up to one-third time. Three North Carolina and one Virginia situations would be supervised by the field staff of the Legal Defense and Educational Fund based in Charlotte. ~~look to him several days a month assistance and similarly use the Charlorre based field staff of the Legal Defense and Educational Fund. We would also be alert to the~~

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13. The "Big Ten" companies have about 100 plants in 28 South Carolina counties see chart attached. We feel it is important to focus on 3 communities in North Carolina and 1 in Virginia where there are concentrations of "Big Ten" employment.

Attach

firmative action. I believe the Federal people have also benefitted from the relationship. That is not to say, however, that the Federal ~~xxix~~ ~~practice~~ accomplishment has reached the level of the Federal ~~Commitment~~ sanction promise. It is to say that a strong, community-based program is necessary to insure that the practice at least begins to approach the commitment.

B. As indicated above, our efforts at record keeping and our ability to specifically document and report results leave much to be disired. Difficulties have included Aides' inexperience and ineptitute in matters such as our work entailed--job development followed by people development" and specific follow-up and record keeping on jobs and wages obtained, promotions, and turnover; the impossibility of obtaining such data when referrees fail to report results, or companies will not co-operate in providing the data centrally, or blanket referrals were made (to churches, clubs, and other organizations); TEAM's own limitations of time, staff and funds; and so on.

With these limitations, however, I do feel safe in saying ~~that conservatively stated~~, TEAM has been directly responsible for at least 500 jobs in 6 counties during 5 months of intensive community work. These jobs pay an average of about $1.70 per hour or $68.00 for a 40 hour week or $3,536 per year for the average job holder in counties with a 1960 median family income for Negroes of $1500-$2500 per year. On an annual ~~xxix~~ basis, this means $1,768,000 income (exclusive of overtime) to Negroes in 6 counties ~~with a total budget of~~ resulting from an project budget of $30,000; it means a "per head" cost of $60 per job (exclusive of undetermined expenses absorbed by TEAM's participating agencies). Such indications as we have are that no person referred was employed at less than the minimum wages of $1.60 per hour and the range goes to $2.50 per hour.

Our data is inadequate to make definitive statements with respect to promotions, higher level placements and turnover.

possibilities ~~fx~~ of extending our program into some areas of North Carolina ~~where the opportunity is greatest and placement efforts have been weak.~~

Insert Note 10A → # insert

The TEAM executive board would continue its participation in the project including field activities. ~~The xxxxx participation in the project including field activities.~~ The ~~xxxxx~~ participation of the Board in the project--periodic meetings, field ~~xxxxxxxx~~ consultations, meeting with government staff--has all been without cost to the project itself. Each agency has ~~brone~~ borne its own expenses. Two of the agencies, Legal Defense and Educational Fund and the Southern Regional Council, have contributed $2,500.00 to the project. And the LDEF has supported ~~the project~~ the project during this current period since the end of the grant money. The cooperating agencies would anticipate assuming costs for postage, Secretarial assistance, and telephone beyond the attached budget.

A grant of ~~$10~~ $20,000 is needed to allow for the project to be properly terminated and to take advantage of the current situation. We have decided not to seek a larger amount for a fully staffed operation partly because of the difficulty in maintaining fulltime staff in a temporary project of this nature and partly because we feel we can effectively build on what we have already done and make use of existing agencies. A larger program, however, could easily be justified and would we think, be productive. ~~Although we would like to see government funds made available for a larger program. we do not feel that the private agencies should continue this particular commitment beyond what we have proposed here.~~ ~~It would be good if~~ We think that our specific commitment should end with the final push outlined in this proposal. It is our continued hope that the community awareness and organization which we began behind and the stimulation of public programs will insure further employment desegregation efforts.

Jean:
How much?
What rel to Mordecai?
How letter to Les!

Overhead
Danville -
3-5 N.C. locations
1/3 time of a director -
Travel exp
Sing

Part Secty

Community Grants in N.C. & Va

Allen Blair - Ala.

Insert — (10A)

We are proposing to place Community Aides in at least five South Carolina counties, three in North Carolina and one in Virginia. We would hope to employ them part time for a minimum of twenty weeks. In a few cases we may need more than one aide in a County and may need to respond to some local situations which we have not now selected.

But we have made a beginning-- in knowledge and in techniques; in implied commitments to see a job through; in morale and esprit de corps between Aides and in communities; and in community organization -- which would be left behind if TEAM and its activities suddenly ceased to exist. For example, we have collected substantial files of information and data on the state, the civil rights posture over the state, the relevant programs, the people, the textile industry itself and the institutions it uses for training and its mode of operation with respect to jobs and job training, the patterns of location, relocation expansion and so on. We have begun the nucleus of community organization in a few counties necessary to translate knowledge into action. We have begun to provide "on the job training" for a few persons in a few communities in the "ways and means"-- the in and outs-- of effective civil rights work. We have made our presence known in areas other than textile jobs and training per se. For example, in Greenville we have been directly involved in the Poor People's Campaign, in organizing two groups to deal with the black awareness issue and welfare (a larger economic security issue); we have ~~become involved in a local school board candidacy, and~~ played a small role in ~~other~~ school related issues such as the public elementary and secondary schools, TEC and Clemson; we have spoken to youngsters; we have caused the local government and Chamber of Commerce (the real government) to take notice and at least make meaningful pronouncements. ~~and so on.~~ In Union County our Aide has been prominently involved in obtaining a day care center for children of Negro mothers who work or might work and has prodded the local governmental officials into a posture of cooperation with TEAM's efforts. In Anderson, our Aide has become intimately involved in the larger labor issue and is considering full time civil rights or civil rights related work. While we have now terminated most of our Aides, those in Greenville and Cherokee counties have volunteered ~~that they will~~ to continue without pay along the cours

staked out by TEAM. Others may do the same.

While hopefully TEAM will become financially able to continue, I am satisfied that ~~xxxxxxxxx~~ we have made our presence felt.

C. Given the benefit of hindsight, I would make a few general observations.

1. The program ideally should have been set up for a period substantially more than one year and the level of funding ideally should have been substantially higher.

Aides should have been employed much earlier than they were (entailing more money and provisions should have been made for regular exchanges of information between Aides through the use of a periodic newsletter and regular conferences--the idea being to systematically keep each Aide informed about techniques and developments in other counties for program, as well as morale purposes in this often lonesome work.

2. South Carolina is an "undeveloped county" from a civil rights point of view and this is especially true with respect to textile jobs and training as well as in the larger areas of equal employment and economic security generally. It direly needs the kind of push that TEAM tried in a rather limited way to provide.

3. In future planning for a joint private-federal approach, the activities of all concerned should be well coordinated in terms of timing, and sharing of information. ~~and generally on the matter of who is to do what when.~~ For example, at the field level, it often occured that we had no advance notice concerning community visits by Federal staffers, but companies were given advance notice. Communication at the working levels were not regular, consistent and full.

4. This had been quite an exciting year.

4-5-66

COUNCIL OF THE SOUTHERN MOUNTAINS PERSONNEL FORM

INSTRUCTIONS
FOR FILLING OUT QUESTIONNAIRE

1. Read the instructions for each question carefully.
2. Print your answers clearly in dark ink or, if possible, use a typewriter.
3. Do not leave any item blank. Write in NONE or N A (Not Applicable) as appropriate.
4. Please furnish as much information about your-self as you can. Attach additional page if you need more space.
5. When you have completed this questionnafre please return it to:
   Council of the Southern Mountains, Inc.
   Director of Recruiting
   College Box 2307
   Berea, Kentucky 40403

1. NAME (print)
   Babb, (Last) Charles (First)
   Edward (Middle) _____ (Maiden)

2. A. SEX
   1. ☒ Male
   2. ☐ Female

   B. PHYSICAL DESCRIPTION
   Height: 5 (feet) 7½ (inches)
   Weight: 146 (pounds)

3. FAMILY STATUS
   A. Marital Status
   1. ☒ Single and have never been married.
   2. ☐ Married and living with spouse.
   3. ☐ Divorced or legally separated.
   4. ☐ Widowed.
   B. Dependents other than spouse:
   1. ☒ I have no dependents.
   2. ☐ I have ___ dependents who are under age 18. (Specify number).
   3. ☐ I have ___ dependents who are age 18 or over. (Specify number).
   I contribute to the support of N. A. (Specify name and relationship).

4. DATE AND PLACE OF BIRTH
   May (month) 6, (day) 1944 (year)
   23
   Verda, (City) Kentucky (State) United States (Country)

5. EMPLOYMENT STATUS
   1. ☐ I am currently employed.
   2. ☐ I am employed full-time.
   3. ☐ I am employed part time.
   4. ☐ I am retired.
   5. ☒ I am a full time student.

6. DATE OF AVAILABILITY (Note date in numerals.)
   I will be available on or after: 6 (Month) 10 (Day) 66 (Year)
   (Use additional page if comments are necessary.)

7. PERIOD OF AVAILABILITY
   1. ☒ I am available for continuous and permanent employment.
   2. ☐ I am not available for continuous and permanent employment but am available as follows: _____
   (Use additional page if comments are necessary)

8. AREA
   Do you have any acquaintance or knowledge of the Appalachian South?
   1. ☐ No
   2. ☒ Yes Specify I have lived in the South-eastern Ky. mountains all of my life. I live in Verda, Harlan County, Ky.

9. CURRENT ADDRESS (Give address to which notices and announcements are to be sent and where you currently can be contacted. Notify us immediately when this address is changed)
   McCullin Hall Ky. State College (Number and Street)
   Frankfort, (City) Kentucky (State)
   227-6415 (Current Home Telephone Number) (Business or School Telephone Number, if available)
   April (Month) 1966 (Year)

10. PERMANENT ADDRESS (Give name and address of the person through whom you can always be reached when at your current address. Write "same" if your current and permanent address are the same.)
    Charles Babb (Name)
    Box 146 (Number and Street)
    Verda, (City) Kentucky (State)
    None (Permanent Telephone Number)

11. MILITARY STATUS
    A. What is your draft classification? 2S

12. LEGAL
    Have you ever been arrested, charged or convicted by Federal, State, Military or other law-enforcement authorities, for any violation of any Federal law, State law, County or Municipal law, Regulation or Ordinance?
    1. ☒ No
    2. ☐ Yes. In a separate sealed envelope addressed to the Director of Recruiting and marked "Legal Confidential" give your name and the nature of the charge, date, place, and disposition.

13. FARM EXPERIENCE
    1. ☒ I have not worked on a farm.
    2. ☐ I have worked on a farm for more than 4 months.

14. TRADE APPRENTICESHIPS
    Have you served, or are you serving, an apprenticeship in any trade?
    1. ☒ No
    2. ☐ Yes, apprenticeship in _____
    Give dates and training status: _____

15. FOREIGN RESIDENCE OR TRAVEL
    List the countries outside of the United States in which you have lived or traveled. Indicate the reason for your visit and include length of stay and dates.
    None
    (Please use additional page if more space is needed)

16. POSITION SOUGHT
    What kind of work or position do you seek? I would like to work in the area of Community Development and rehabilitation.
    Full time 1. ☒ Part time 2. ☐

17. EMPLOYMENT RECORD
    A. Instructions
    1. List all the jobs you have held since high school with your present or most recent job first, and so on.
    2. Do not include schools attended this is covered elsewhere in this questionnaire.
    3. If you have held more than four jobs, provide the same information for the other job(s) or an additional page or pages. Be sure to account for each year you have been employed.
    4. Explain periods of unemployment on additional page.

1. Present (or last) job.
Job title: Clerk-Typist
Date: From: Sept. '65 (month) (year) to June '66 (month) (year)
Major Duties My duties are to carry out the general office procedures and to help anyone with problems concerning dorm.
Average Number of Hours per week 10 Rate of pay $1.25 per hr.
Mr. Willie French
(Name of Supervisor)
McCullin Hall Ky. State College
(Name and Department of Company)
(Number and Street)
Frankfort, Kentucky
(City) (State)
Type of Organization: Dormitory
Reason for leaving: School will be out.

2. Job title: Student assistant to the Student Union
Date: From: June '65 (month) (year) to August '65 (month) (year)
Major Duties: My duties were to help plan and carry out activities for student recreation during the summer session.
Average Number of Hours per week 40 Rate of pay $1.25 per hr.
Mr. Brooks Giles
(Name of Supervisor)
Underwood Student Union (K.S.C.)
(Name and Department of Company)
(Number and Street)
Frankfort, Kentucky
(City) (State)
Type of Organization: Student Center
Reason for leaving: Summer session ended.

3. Job title: Student-Counselor
Date: From: Sept. '63 (month) (year) to June '64 (month) (year)
Major Duties: My duties were to help new freshman men adjust to their new environment at K.S.C.
Average Number of Hours per week 20 Rate of pay .50 per hr.
Mr. W. J. Gordon
(Name of Supervisor)
Dean of Men Atwood Hall
(Name and Department of Company)
Kentucky State College
(Number and Street)
Frankfort, Kentucky
(City) (State)
Type of Organization: Dormitory
Reason for leaving: School year ended.

4. Job title: Clerk-Typist - Counselor
Date: From: Sept. '64 (month) (year) to June '65 (month) (year)
Major Duties: My duties were to help the Director with problems with a student orientation.
Average Number of Hours per week 20 Rate of pay .50 per hr.
Mr. W. J. Gordon
(Name of Supervisor)
Dean of Men Atwood Hall
(Name and Department of Company)
Kentucky State College
(Number and Street)
Frankfort, Kentucky
(City) (State)
Type of Organization: Dormitory
Reason for leaving: School year ended.

18. A. Have you ever been discharged or have you ever been asked to resign from any job?
[X] NO
[ ] Yes. Give details on an additional page including the name and address of employer, approximate date of leaving and reasons in each case.
B. Social Security Number: 407-62-1748
C. If you are now employed, may we contact your present supervisor for a reference?
[ ] No
[X] Yes

19. A. Do you own a car?
1 [X] No but I have access to one
2 [ ] Yes
B. Do you drive a car?
1 No
2 X Yes

20. TEACHING EXPERIENCE (include practice teaching)
1 [ ] I have not had teaching experience.
2 [ ] I have taught at the primary school level (grades 1-6) for _____ years _____ months.
3 [ ] I have taught at the secondary school level (grades 1-7) for _____ years _____ months
4 [ ] I have taught at the college level for _____ years _____ months.
5 [ ] I have taught in the adult education programs for _____ years _____ months.
6 [ ] I have taught in agricultural extension programs for _____ years _____ months.
7 [ ] I have conducted on-the-job training.
8 [ ] I have had other teaching experience.
If you have checked boxes 2, 3, 4, 5, 6, 7, or 8, give details below. If you now hold a teaching certificate give levels, subjects, state in which held, and date awarded.
N A

21. EDUCATION
A. Schooling-indicate highest year completed:
1 [ ] less than 12th. grade (specify) _____
2 [ ] 12 grade
3 [ ] 1st. year college
4 [ ] 2nd. year college
5 [X] 3rd. year college
6 [ ] 4th. year college
7 [ ] 1 year of graduate work, beyond a bachelor's degree
8 [ ] 2 or more years of graduate work, beyond a bachelor's degree
I am presently in the second semester of my Senior year.

22 Specify the high school you last attended or were graduated from:

Name of School	City and State	Type Course (academic, vocational or commercial)	Dates Attended (Month & Year) From	To	Diploma Received Yes	No
Rosenwald High School	Harlan, Kentucky	Academic	Sept. '58	May '62	X	

23 List all junior colleges and universities attended. List the most recent first. Formal training other than college is to be recorded below.

Name of School	City and State	Dates attended (Month & Year) From	To	Full Time (Check)	Part Time	Type of Degree Received or Expected and Date Received or Expected: B.A. Degree Received	Expected	Date	Major Field	Minor Field (If Any)
Kentucky State College	Frankfort, Ky.	9/62	4/66	X			6/66		Soc.	Fren.

24 List all technical trade or other special training (civilian or military) not covered in Items 22 or 23. Use additional page if more apace is needed. N. A.

Name of School	City and State	Dates Attended (Month & Year) From	To	Full Time (Check)	Part Time	Type of Training	Diploma or Cert. Received Yes	No

25 SKILL CLASSIFICATION

Primary Job Skills: We want you to tell us what work you can do best. List from one to four areas, with the first being the one in which you are most interested. List any of those areas in which you could now perform competently on the job either as a worker or a teacher.

Skill Title

Remarks: (State your area of specialization and summarize the nature and extent of your training and experience.)

I am primarly interested in doing Social Work because most of my orientation is in this direction. I have a great deal of personal interest in the mountainous regions because I have lived there most of my life.

Skill Title

Remarks: (State your area of specialization and summarize the nature and extent of your training and experience.)

I would like to do work in Counseling as a last choice. I feel that to do a really effective job in this area one must have had a lot of practical experience coupled with some advanced formal training.

Skill Title

Remarks: (State your area of specialization and summarize the nature and extent of your training and experience.)

I would like to go into the area of community development because it offers many challenges and I think it will give a person a great deal of personal satisfication to know he has done something that will profit his fellow man.

Skill Title

Remarks: (State your area of specialization and summarize the nature and extent of your training and experience.)

APR 6 ANSU

26 ORGANIZATIONS

List all organizations in which you have been active, such as farm, labor, civic, welfare, school, college, co-op, credit union and/or social groups, voluntary agencies and overseas exchange or service programs. Please use additional page if more space is needed.

Name of Organization (Do not abbreviate)	Highest Office or Position Held (if any)	Dates of Membership From To
Kappa Alpha Psi Fraternity	Vice Polemarch	'63
Atwood Hall Club	Vice President	'63 -'64
Atwood Hall Council		'62 - '63
Sociology Club		'62 - '66
McCullin Club	Chairman Social and	Program Comm. '65 -'66
McCullin Hall Club Council		'65 - '66
Senior Class	Treasurer	'65* '66
Church Choir	President	'60 - '62
Sunday School Asst. Superintendent		'60 - '62

27 REFERENCES

List below the names and complete addresses of at least four persons not related to you who have definite knowledge of your qualifications and fitness, other than supervisors previously listed. You must list at least four. However, you are encouraged to list as many as ten.

If you have attended school or college within the past 2 years include in your list a professor in your major area, your adviser and/or counselor and two other faculty members who know you well. If you have had a military career, include an officer who knows you well. In selecting references, bear in mind that we need to know both about your work qualifications and about you personally.

1. Mrs. Charolette Farrow
Name Occupation Organization and Department, if applicable
Box 148 Verda, Kentucky
Number and Street City State

2. Mr. A. W. Wright Prof. Sociology Dept. (Advisor)
Name Occupation Organization and Department, if applicable
Kentucky State College Frankfort, Kentucky
Number and Street City State

3. Mrs. Odessa Green Asst. Director McCullin Hall
Name Occupation Organization and Department, if applicable
McCullin Hall Ky. State College Frankfort, Kentucky
Number and Street City State

4. Mrs. E. L. Johnson, Head Sociology Dept.
Name Occupation Organization and Department, if applicable
Kentucky State College Frankfort, Kentucky
Number and Street City State

ADDITIONAL INFORMATION

ON AN EXTRA SHEET

1. Continue any item on the questionnaire. Indicate the item number to which your answer applies.
2. Provide additional information about yourself. For example, you may want to include:
   A. a description of any experiences you have had which you feel would help to qualify you for this service.
   B. your ideas about what the Council can accomplish and what you can contribute to this program.

PLEASE REVIEW THIS QUESTIONNAIRE TO BE SURE THAT ALL ANSWERS ARE ACCURATE AND COMPLETE.

I certify that the information given in this questionnaire is correct and true, to the best of my knowledge.

April 2, 1966 Charles Babb
Date Signature

4-18-66

COUNCIL OF THE SOUTHERN MOUNTAINS

College Box 2307
Berea, Kentucky 40403

Re: Applicant Charles Babb

Mr. A. W. Wright
Professor Sociology Department
Kentucky State College
Frankfort, Kentucky

Dear Mr. Wright:

The above-named applicant for work with the Council of the Southern Mountains has indicated that you are in a position to give us a reliable evaluation of him. I shall appreciate your thoughtful appraisal of his qualifications for this work.

The Council of the Southern Mountains is a working fellowship of people and organizations. For more than fifty years, the Council has been constantly at work on specific projects and services for the benefit of all who live in the mountains. Its basic principle has been to help people to help themselves.

In this appraisal a candid expression of opinion is necessary. No candidate will be eliminated on the basis of a single negative rating; supporting evidence will always be obtained from other sources. All information will be kept in confidence.

You can make a substantial contribution to the success of the Council and to the welfare of the above applicant by carefully filling out and returning this form. The enclosed return envelope requires no additional postage.

I am grateful to you for your assistance in our work of selecting a capable staff.

Sincerely yours,

William C. Donohoe

William C. Donohoe
Director of Recruiting

Enclosure:
Return envelope.

During what period have you known the candidate? From 1962 to 1966.

In what capacity have you known him? as an undergraduate student in our sociology classes.

☐ I do not know the applicant well enough to complete this form.

☐ I prefer to write a letter, which is attached.

Rating on Job Competence

In your judgment, how competent is this candidate, as demonstrated by his work in school or college or on a job?

Check one:

5	☐	Top 10%	Extremely competent. Can always be counted on to do an excellent job.
4	☒	Top 30%	Very competent.
3	☐	Top 70%	Adequate but not outstanding.
2	☐	Bottom 30%	Doubtful.
1	☐	Bottom 10%	Incompetent. Has failed on many occasions to perform satisfactorily.

Please describe how candidate has demonstrated his level of competence.

He performs above 3.00 on a 4.00 scholastic scale.
He demonstrates intuitive ability where thinking is more crucial than remembering.
He participates adequately in the few professional meetings open to students.
He has never failed in any task extra to classroom routine.
His discussions are stimulating and not on tangents.

What special job skills or other assets does the candidate have that would qualify him for work in Appalachian communities?

His combined rural, rurban and urban experiences serve him well demographically for Appalachia.
In addition he sincerely expresses a desire to experience the challenges in Appalachia.

Rating on Emotional Maturity

How would you rate this candidate on emotional maturity and stability, on ability to tolerate stress, to work alone or under pressure, to cope with unusual difficulties?

Check one:

5	☐	Top 10%	Superb. Exceptionally mature and emotionally stable. Has demonstrated his ability to function effectively in periods of stress.
4	☒	Top 30%	Very good. Mature and emotionally stable.
3	☐	Top 70%	Good. About average in emotional stability and maturity for his age group. Will need supervision.
2	☐	Bottom 30%	Doubtful. There is reason to believe that candidate will not stand up well under stress.
1	☐	Bottom 10%	Poor. Candidate is emotionally unstable, has a history of emotional outbursts, of withdrawal, or of other signs of inability to cope with stress.

Comments on emotional maturity of candiate:

He has a very good citizenship record in a setting where many peers are upset or try to give the impression of being upset.
Sociology students are exposed to various individuals and groups and he has always related with ease.
As mentioned above he has performed regular and extra tasks with measureable maturity.

Do you have any knowledge of any behavior which shows that this applicant is not reliable, honest, or of good character?

1 ☐ Yes If "Yes", please give details.

2 ☒ No

To the best of your knowledge, has the candidate ever been arrested for other than a minor offense?

1 ☐ Yes If "Yes", please give details.

2 ☒ No

Rating on Relationships with Other People

Our staff works mostly with people, often with those in isolated rural areas. How would you rate this candidate on relationships with other people?

Check one:

5	☐	Top 10%	Superb. Usually effective in relationships with others. Works well alone or in groups. Can lead or follow as occasion demands. Is regarded as a good and dependable friend. Relates well to all kinds of people, respects them, and gains their respect.
4	☒	Top 30%	Very good. Works quite well with others.
3	☐	Top 70%	Good. About average in effectiveness of relationships with others for his age group. Will need supervision.
2	☐	Bottom 30%	Doubtful. There is reason to believe that the candidate will have difficulties working with others.
1	☐	Bottom 10%	Poor. Candidate cannot work effectively with others; is uncooperative or arouses antagonism needlessly. Distracts a group from its purposes or does not carry out his obligations. A distinct liability in a team endeavor.

Comments on candidate's relationships with other people:

The general life pattern of this applicant has been one of success in relating adequately with various kinds of other people. In addition he is well grounded theoretically in the values and symptoms of attitudes of other people.

Overall Recommendation

☐ I recommend the candidate without reservation as an excellent prospect for work with The Council of The Southern Mountains.

☒ I have some reservations but not any of a serious variety but would recommend the candidate as a good prospect for work with The Council of The Southern Mountains.

☐ I have substantial doubts about the candidate but think that he might be given a chance to prove himself during a training period.

☐ I feel that the candidate is unsuited for work with The Council of The Southern Mountains.

☐ Other _____

Arnold W. Wright	Asso. Prof.-Sociology	4-18-66
(Signature)	(Title)	(Date)

Please return this form to DIRECTOR OF RECRUITING, COUNCIL OF THE SOUTHERN MOUNTAINS,

College Box 2307, Berea, Kentucky 40403

4-20-62

COUNCIL OF THE SOUTHERN MOUNTAINS

College Box 2307
Berea, Kentucky 40403

Re: Applicant Charles Babb

Mrs. Charlotte Farrow
Box 148
Verda, Kentucky

Dear Mrs. Farrow:

The above-named applicant for work with the Council of the Southern Mountains has indicated that you are in a position to give us a reliable evaluation of him. I shall appreciate your thoughtful appraisal of his qualifications for this work.

The Council of the Southern Mountains is a working fellowship of people and organizations. For more than fifty years, the Council has been constantly at work on specific projects and services for the benefit of all who live in the mountains. Its basic principle has been to help people to help themselves.

In this appraisal a candid expression of opinion is necessary. No candidate will be eliminated on the basis of a single negative rating; supporting evidence will always be obtained from other sources. All information will be kept in confidence.

You can make a substantial contribution to the success of the Council and to the welfare of the above applicant by carefully filling out and returning this form. The enclosed return envelope requires no additional postage.

I am grateful to you for your assistance in our work of selecting a capable staff.

Sincerely yours,

William C. Donohoe

William C. Donohoe
Director of Recruiting

Enclosure:
Return envelope.

During what period have you known the candidate? From 1945 to 1966.

In what capacity have you known him?

☐ I do not know the applicant well enough to complete this form.

☐ I prefer to write a letter, which is attached.

Rating on Job Competence

In your judgment, how competent is this candidate, as demonstrated by his work in school or college or on a job?

Check one:

5	☑	Top 10%	Extremely competent. Can always be counted on to do an excellent job.
4	☐	Top 30%	Very competent.
3	☐	Top 70%	Adequate but not outstanding.
2	☐	Bottom 30%	Doubtful.
1	☐	Bottom 10%	Incompetent. Has failed on many occasions to perform satisfactorily.

Please describe how candidate has demonstrated his level of competence.

By his work in school
By his work in College

What special job skills or other assets does the candidate have that would qualify him for work in Appalachian communities?

He has a College degree in Social Worker

Rating on Emotional Maturity

How would you rate this candidate on emotional maturity and stability, on ability to tolerate stress, to work alone or under pressure, to cope with unusual difficulties?

Check one:

5	☑	Top 10%	Superb. Exceptionally mature and emotionally stable. Has demonstrated his ability to function effectively in periods of stress.
4	☐	Top 30%	Very good. Mature and emotionally stable.
3	☐	Top 70%	Good. About average in emotional stability and maturity for his age group. Will need supervision.
2	☐	Bottom 30%	Doubtful. There is reason to believe that candidate will not stand up well under stress.
1	☐	Bottom 10%	Poor. Candidate is emotionally unstable, has a history of emotional outbursts, of withdrawal, or of other signs of inability to cope with stress.

Comments on emotional maturity of candiate:

Do you have any knowledge of any behavior which shows that this applicant is not reliable, honest, or of good character?

1 ☐ Yes If "Yes", please give details.

2 ☑ No

To the best of your knowledge, has the candidate ever been arrested for other than a minor offense?

1 ☐ Yes If "Yes", please give details.

2 ☑ No

Rating on Relationships with Other People

Our staff works mostly with people, often with those in isolated rural areas. How would you rate this candidate on relationships with other people?

Check one:

5	☑	Top 10%	Superb. Usually effective in relationships with others. Works well alone or in groups. Can lead or follow as occasion demands. Is regarded as a good and dependable friend. Relates well to all kinds of people, respects them, and gains their respect.
4	☐	Top 30%	Very good. Works quite well with others.
3	☐	Top 70%	Good. About average in effectiveness of relationships with others for his age group. Will need supervision.
2	☐	Bottom 30%	Doubtful. There is reason to believe that the candidate will have difficulties working with others.
1	☐	Bottom 10%	Poor. Candidate cannot work effectively with others; is uncooperative or arouses antagonism needlessly. Distracts a group from its purposes or does not carry out his obligations. A distinct liability in a team endeavor.

Comments on candidate's relationships with other people:

Overall Recommendation

☑ I recommend the candidate without reservation as an excellent prospect for work with The Council of The Southern Mountains.

☐ I have some reservations but would recommend the candidate as a good prospect for work with The Council of The Southern Mountains.

☐ I have substantial doubts about the candidate but think that he might be given a chance to prove himself during a training period.

☐ I feel that the candidate is unsuited for work with The Council of The Southern Mountains.

☐ Other _____

Mrs. Charlotte Farrow (Signature) _____ (Title) April 20, 1966 (Date)

Please return this form to DIRECTOR OF RECRUITING, COUNCIL OF THE SOUTHERN MOUNTAINS,

College Box 2307, Berea, Kentucky 40403

Rory — 4/25/67

V. P. Bagwell, Cone Mills
mad at EEOC — should have called
loop — same war from further South
Via, completely inaccurate
* Vera — should see Via statement
also see Osborn report

Carpenter — 300 people mostly plant
Alred, candid, pleasant, free —
doing "janitorial work"
25 H.R. people
* company is mad — he will be attacked
Alred does not know
not done by NCHR but by Dwerter
Pres of NSA Grover attended
Pleasant, brave, badgered re CIA
Girl — Joanne Beffington, editor paper
Labor & Civil Rts — Savery

Sarainty — quiet, traditional presentation
dignified, but unbelievable laying out of story

People from plants
No Negroes, No women, No student

Ray - 2 4/25/67

Pierce did not appear on platform or meeting

Joan Sharron, pretty sexy, nice

Hayden party pretty bad — Paul drunk
dull, listless — 200 people
many speakers, generally atrocious, No vital resolutions
only rank-and people speaking — NLRB & Mississippi

Brought up 2 guys from Fla. to meet
Sam Shrum —
Independent labor movement
Bitterly attacked Brandon & Herrera for
denial of SSOC, sellout

Tom Natair also jumped Vera &
Mike Rezoff rose to defense —

Students participants turned off by the meeting —
150 students involved at CONF — 50 or so at Conference
$10T for students (not in the book)
— Charlotte Nelson Council
Summer activity
Cecil Moore, one Negro, demoralized

Pony - 3 4/25/67

Pablic

Curt Bullock, Ronabe Repeils, head of Labor Council — out of Paper — face of enlightment, self-ed, dignity —

* Ronabe Repeils developing into a racial crisis

NAACP — was working with

JETTIP Purnell (man) — ~~they~~ Vera had worked with — found good — County Voters League
Same SCEF assistance (Spring & Fall, 1965)

Negroes were militant — pushing jobs — and seniority as the only basis for promotion

Antagonized relationships & Bullock
(overbroking skill — pushing actual & theoretals)
~~But~~ Bullock seems personally threatened
type (& she was that way)
wife of Klan has run off with a Negro —

Jim Price could get most of people in Textile Union who were not Klan types

(over)

Confidential —

W. Reather is going to Wash out Pierce's operation —

Now have 7 people, no new funds —

Kircher is "Preparing" whole operation to go into AFL-CIO —

getting waiver treatment from other AFL-CIO people — Zonarich

Lee —
Bob Hughes —

Bartender —
in few weeks will out job

Don't accept C. Morgan as expert
Thorson & Emerson

Textiles

In reply refer
to ED

U.S. DEPARTMENT OF LABOR
Bureau of Employment Security
Washington, D. C. 20210

United States Employment Service
Program Letter No. 2092
August 24, 1966

TO: ALL STATE EMPLOYMENT SECURITY AGENCIES

SUBJECT: Guidelines for the Development of Plans of Action to Implement a Human Resources Development Program for the Disadvantaged

REFERENCES: USESPL-2075 issued 7/13/66 "National Urban League Contract for Assistance in Manpower Development Program MDTA Series #236"

Background

Section 5 of the Manpower Services Act of 1966 which passed the Senate on June 29, 1966 contains the following section on Manpower Services to the disadvantaged:

"With respect to persons or groups of persons who are so disadvantaged in the labor market that they are, or are likely to become, chronically unemployed, the services to be made available shall include--

1. The identification of, and reaching out to, such persons or groups including the use of mobile units, and providing them with special counseling services in order to determine their needs;

2. The development of plans for manpower services commensurate with individual needs, such as referral for remedial education, institutional training, or on-the-job training, rehabilitation, medical examination, and medical care;

3. The development of employment opportunities, including opportunities for public service employment, commensurate with the capabilities of such persons; and

4. The providing of job counseling and selective placement services for handicapped persons,....;

5. The providing of supportive on-the-job and other follow-up services."

The recent White House Conference on Civil Rights made extensive recommendations concerning the need for "Human Resources Development Centers in areas of substantial Negro unemployment" and further recommended that "these Centers should take an individualized approach to the job, training, and related needs of workers with especially severe job market problems."

The Secretary of Labor has also urged the initiation of Human Resources Development Programs and at his direction such programs have been initiated on an experimental and demonstration basis in five metropolitan areas including Chicago, Houston, Los Angeles, St. Louis and Rochester, New York. The general guidelines to program action contained in this letter, reflect many of the findings which have resulted from these demonstration programs.

The provision of substantial additional resources in the FY 1967 MDTA appropriation for services to the hard-core adult unemployed as passed by the House of Representatives makes it possible to begin to implement this expressed intent of the Congress and the Executive Branch through the extension to adults of the same kinds of assistance now provided primarily to youth through Youth Opportunities Centers.

Instead of further fragmenting and specializing services to disadvantaged and hard-core adults, as distinguished from youth, it is proposed to develop comprehensive Human Resources Development Programs which concentrate on the basic concept of improving the employability of disadvantaged persons regardless of age or other special characteristics.

To the maximum degree possible it is intended to carry out this program through existing local employment service offices including use of space in Youth Opportunity Centers rather than by creating new, permanent facilities in new locations. In conducting outreach services in ghetto neighborhoods, for example, the Human Resources Development Program should use the physical facilities and services of on-going organizations, including CAP neighborhood centers, neighborhood unemployment insurance offices or established facilities of other public and voluntary agencies located in settlement houses, churches or store fronts if they are appropriately located and available for such use. Employability services may well also be housed in these facilities by out-stationing of interviewers and counselors, or arrangements can be made for referral and, if necessary, transporting of those reached to regular ES facilities. If other appropriate physical facilities are not available, temporary quarters such as store fronts or mobile units should be considered, particularly for conducting outreach services.

In those instances where the local office and YOC physical plants are inadequate to accommodate the Human Resources Development Program, the Plan of Action should spell out necessary adjustments that will be made, with due recognition of problems that may be created by lease commitments.

The Program

The Human Resources Development Program involves the following basic services:

1. Outreach - to disadvantaged persons regardless of age, sex, race, religion or national origin in the neighborhoods where they live with the object of bringing them into meaningful contact with available manpower services. The plan for outreach should give due consideration to the need for transportation services to bring those reached to employment service facilities particularly where costs and distances involved may be special problems.

2. Referral to supportive services (in addition to training) to improve the employability of those who are not ready for referral to training or a job. Such referrals would include the full range of health and welfare services available in the community which will improve employability.

3. Basic employment services including interviewing, counseling, selection, and referral, placement, and follow-up.

4. Opportunities for training including coupled training programs offering basic education, pre-vocational training, vocational training, and on-the-job training, apprenticeship training or specially planned and structured combinations of such training opportunities.

5. Intensive job development program with employers geared to the special needs of disadvantaged persons who are found to be ready for employment.

6. Close coordination with work programs such as NYC, Job Corps, and special work-training programs sponsored by VRA, DPA, and OEO (The Nelson Amendment Programs for Adults) to insure a continuum of services leading as quickly as possible to a suitable job in the competitive economy.

7. An informational and reporting program providing a basis for planning, review, evaluation and constant improvement of services to disadvantaged persons.

Implementing the Program

It is proposed that priority be given to the implementation of the Human Resources Development Program in each of the 139 metropolitan areas in which YOC's now operate or are contemplated. The following guidelines are given to state employment security agencies to use in developing a plan of action for each of the 139 areas. At the same time, it is recognized that the state plan of action must include provision for outreach, selection and referral services to disadvantaged adults in other parts of the state insofar as MDTA trainees are concerned.

The program will comprise the four major functions of (a) outreach, (b) improving employability, (c) developing job opportunities and placement services, and (d) providing job market information.

a. Outreach. Unified outreach services for both youth and adults is an essential feature of the Human Resources Development Program. the major purpose of staff assigned to outreach will be to seek out individuals with employment problems in CAP target areas or wherever else they may be found and to refer them to Human Resources Development Program personnel, or to the appropriate ES placement facilities, for the assistance they need in resolving their problems. In some instances referral may be made to another agency for remedial or supportive services. Whenever possible, arrangements should be

made for the use of trained, indigenous neighborhood workers to conduct outreach service, particularly in large cities with ghetto areas and the plan of action should indicate what provisions are being made for the recruitment and training of indigenous neighborhood workers. Special consideration should also be given to utilization of the services of voluntary organizations such as the National Urban League and others who are in contact with the disadvantaged and who know how to reach and motivate them to seek employment and training assistance, as well as CAP and other public groups. (See USESPL No. 2075, "National Urban League Contract for Assistance in Manpower Development Programs MDTA Series No. 236.")

b. Improving Employability. The employability function will be the primary and central responsibility of HRD program staff deployed in a manner designed to ensure effective service with a minimum of newly acquired physical facilities.

1. If space is available, existing YOC's may be used for this purpose, augmented by additional staff to serve adults. Whenever YOC space is used in the Human Resources Development Program, however, the YOC should remain clearly identifiable and youth referred for service to the YOC part of the facility. When, because of space limitations in the YOC, separate facilities and services are established for adults in the local office or in other space, the entire operation should be under a single manager responsible for the Human Resources Development Program.

2. The Human Resources Development Program will include provision of counseling and related employability services for older workers, handicapped, and other disadvantaged groups as well as for youth, and specialized personnel should be assigned as needed to provide these specialized services. Human Resources Development Program personnel will make selection and referrals to training and work programs including MDTA, OJT, NYC, Job Corps, and any others. It will carry out the Selective Service Rehabilitant Program and will have responsibility for developing and maintaining appropriate relationships for referrals to other community agencies such as CAP, Welfare, HEW, Boards of Education, Civil Rights Groups and others who provide needed supportive services.

3. It is not intended, however, that every applicant who is identified for reporting purposes as a youth, or an older worker, or a physically handicapped worker, or a member of a minority group be routed automatically for service to Human Resources Development Program personnel. Many of these workers who report to Industrial-Occupational Offices, and some of those identified through outreach, will be ready for employment and should be served accordingly in regular ES placement operations. In case of those reached through outreach, special attention should be given to referral and transportation procedures which ensure that they are effectively exposed to placement services without delay.

c. Job Development and Placement. The Industrial-Occupational Offices in the area will have the primary responsibility for the coordination and provision of job placement services for all ages and occupations, for employer relations, and for both individual and group job development.

Since counselors are in short supply, they should be permitted to perform job development and placement services only in those special instances where it is necessary to maintain continuity of service, for a particular client.

While the Industrial-Occupational Offices in the area will have prime responsibility for the coordination and provision of job placement services for all ages and occupations, this does not necessarily mean that all placement operations should be conducted in the Industrial-Occupational Offices. For example, as a general rule, placement units should be maintained in the Youth Opportunity Center but under the supervision of the Industrial-Occupational Offices. In such a case, the placement staff will be supervised and coordinated by the Industrial-Occupational Office even though it operates in the YOC or other employability units set up under the Human Resources Development Program.

Similarly, the State agency may find it advisable to assign placement specialists (older worker, handicapped, youth and possibly a VER) to the Human Resources Development Program or in Industrial-Occupational Office placement units, or in both locations, in order to insure full consideration for placement to these special applicant groups.

Proper informational and supervisory systems should be established by managers and supervisors in the Industrial-Occupational Offices to ensure that such delegated placement and job development work is not duplicative or competitive and that disadvantaged persons, regardless of age, are given full and effective exposure to job openings as well as intensive job development effort in their behalf.

d. Providing Job Market Information. The fourth major service in the HRD program is the provision of job market information to all people engaged in the intermediary processes of outreach, employability or job development and placement. Without information about jobs and training opportunities, and the nature and characteristics of those being reached, it will be impossible to operate at peak effectiveness. A data gathering, reporting and interpretation system must therefore be created which insures that all concerned persons in the community and in the employment service system, as well as those served among the disadvantaged, are kept informed of where the jobs are, what is required to perform them, where they are expanding or declining, and what trends are emerging both in the short run and the long run.

Overall Supervision

The Employment Service area director will supervise, direct and coordinate the activities of the HRD program (including outreach) and the local employment office to assure coordination of all units in providing outreach services, the development of employability, job development and placement services and the job market information service.

Special Rural Area Problems

While priority attention is being directed to the disadvantaged in urban centers, the tentative allocations of funds made by the Bureau recognize that the problems of outreach in rural areas and the consequent need for special techniques, may require the development of special program components for outreach to such areas. The approach should be the same as that now provided by the Smaller Communities Program.

In developing a plan of action to implement the HRD program State agencies should give consideration to the problems of those living in rural pockets of poverty. In addition to the staff tentatively allocated in this letter, possible staff resources which may in some measure be redirected toward outreach and human resources development for the rural poor include those now assigned to: (1) the Smaller Communities Program; (2) MDTA selection and referral staff currently functioning in smaller communities; and (3) farm placement activities.

The Plan of Action

It is proposed that each State agency develop a plan to implement the HRD program. This plan should encompass the kinds of services that will be provided in implementing the HRD program in each of the 139 metropolitan areas in which YOC's are operating or planned and also for the remaining area of each State. It should also take into account needs for selection and referral service as well as supportive counseling and followup services for those enrolled in training programs as need for these services derives from the State's Manpower Training Plan.

In every community in which intensive efforts are organized to help the disadvantaged, it is important that proper balance be maintained among the various aspects of the program. Careful organization and planning will be necessary to conduct an outreach program that does not far exceed the capability of the employment service and other community agencies to provide practical help to the disadvantaged, including MDTA training, job referral, or other types of opportunity. To the extent that outreach does reveal needs for expanded or revised training and employment programs, these needs should be reflected quickly in community organization and action programs to accommodate larger numbers of disadvantaged persons. Outreach will also reveal the need for providing greatly expanded supportive services and CAP's as well as other public and voluntary health and welfare organizations should be urged to redirect and expand their efforts to provide these supportive services.

To assist the States in developing their plan of action, regional offices will provide the following information:

1. The total number of positions that can be approved for each State from the FY 1967 MDTA appropriation. There will be an indication of the approximate number of positions we would expect to be assigned to each of the 139 areas and also the number for the balance of the State.

This is not intended as a hard and fast distribution. The plan prepared by the State agency should provide for the precise distribution of these positions within the total indicated.

2. An indication of the positions already allocated that are presumed to be available for outreach and employability purposes.

These will not be total figures in each category but only those provided by current specific allocations. They will be furnished for informational purposes only. The State plan will be expected to provide the specific information concerning total positions and their proposed deployment in implementing the HRD program.

It is assumed that the major portion of the positions currently allocated to youth services, counseling, human resources and outreach would be assigned to the outreach and the development of employability functions in the new HRD program. Conversely, positions currently allocated to job development, employer relations, and job market information would be assigned to the job development and job market information functions in the new HRD program. However, State agencies may wish to assign additional positions from their overall allocation to strengthen both the job development and job market information phases of the HRD program.

Most CAP organizations have now identified the target areas of heavy concentrations of poor people in the community and have developed a system of neighborhood centers to reach and serve the disadvantaged. The Plan of Action should identify these target areas, describe briefly the numbers and characteristics of disadvantaged people involved and the extent to which ES staff resources will be deployed to serve these people. The plan should indicate the numbers and classifications of ES staff who will be deployed to provide outreach services to target areas, the means by which the disadvantaged will be provided with employability services and the system by which they will be exposed to job development and placement services, including necessary provision for transportation if this is necessary. The plan should then indicate the numbers and classifications of ES staff who will be assigned to provide employability, job development and placement and job market information services.

The functional flow chart attached as Appendix A may be helpful in developing such a Plan of Action.

In addition the plan should indicate in what space ES staff will be housed, what additional space or mobile units will be required and the extent to which outstationing and contractual arrangements, if any, are contemplated in carrying out the outreach function. It should be kept in mind that outreach and perhaps even employability services may require considerable mobility and flexibility of operation rather than permanent allocation of staff to fixed locations. Appendix B presents in outline form the kinds of information that should be set forth in the Plan of Action.

In summary, the intent is to permit State agencies to exercise wider latitude and flexibility in the organization of State employment services so as to implement the HRD program effectively. We request that a Plan of Action be submitted detailing how this can be accomplished in each State. The plan is to provide for the use of all available positions to accomplish these ends.

We believe this presents an opportunity to call a halt to further organizational fragmentation. Conversely, we believe it presents an opportunity to consolidate the ES organization in the States so as to utilize resources in a manner better planned to accomplish our overall aims, and, in particular, to concentrate attention on the problems of the disadvantaged.

Our mutual objective should be to direct a major portion of our total resources toward bringing increasing numbers of unemployed and underemployed disadvantaged persons into the competitive economy at a time when their services are badly needed by employers. The responsibility of the employment service to function as a comprehensive manpower service has never been so clearly defined. The opportunity to fulfill that responsibility has never been so great.

We solicit your cooperation and sincere deliberations in the preparation of your Plans of Action. Regional USES staff have been instructed to assist in the preparation and review of Plans of Action which are due in Washington by not later than September 26, 1966, Attention ESM.

RESCISSIONS: None

Sincerely yours,

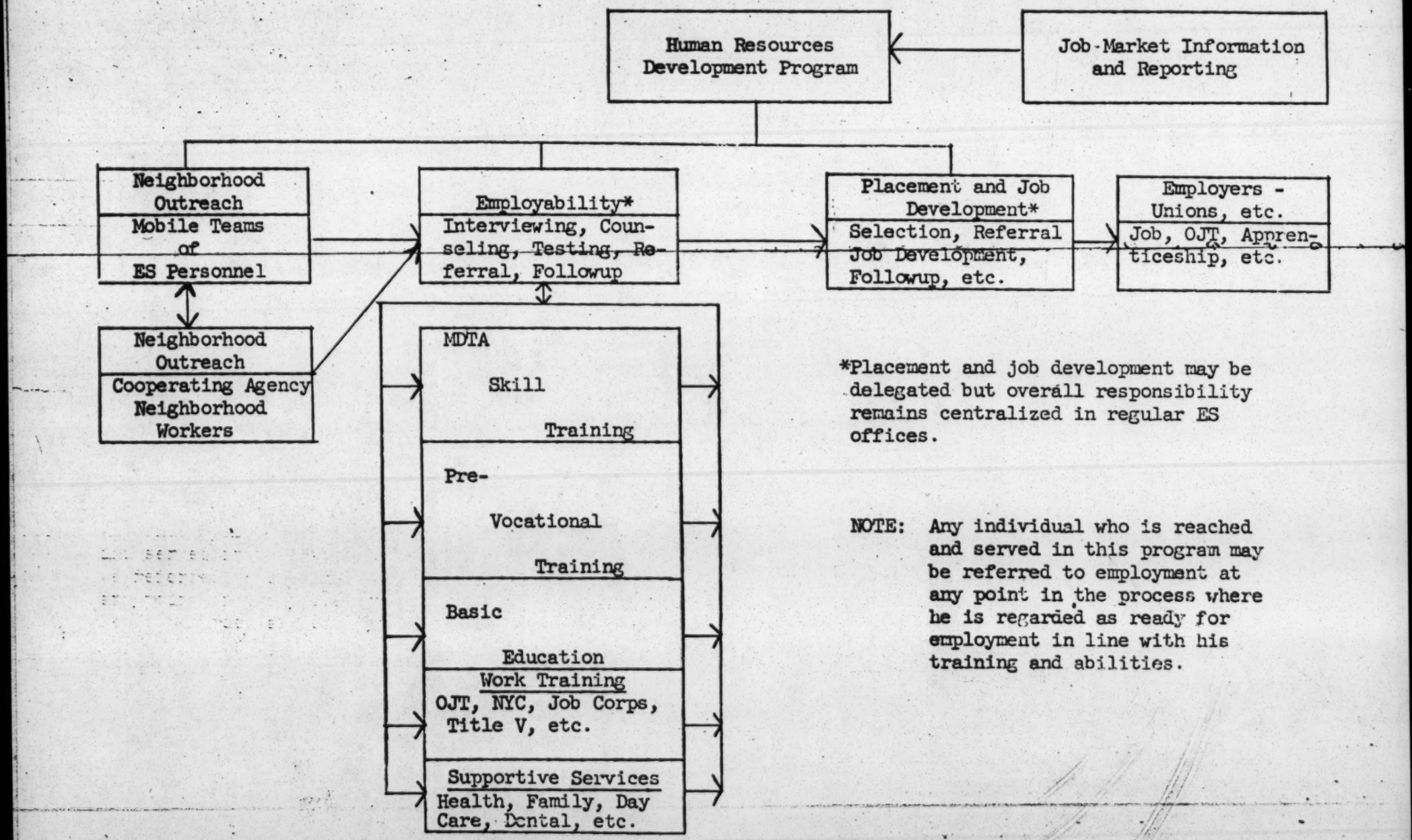
Robert C. Goodwin

Robert C. Goodwin
Administrator

Attachments
Appendix A - Functional Flow Chart
Appendix B - Outline for HRD Plan of Action

Appendix A
Attachment 1 to USESPL 2092

FUNCTIONAL FLOW OF WORK AND RELATIONSHIPS IN A HUMAN RESOURCES DEVELOPMENT PROGRAM FOR THE DISADVANTAGED



*Placement and job development may be delegated but overall responsibility remains centralized in regular ES offices.

NOTE: Any individual who is reached and served in this program may be referred to employment at any point in the process where he is regarded as ready for employment in line with his training and abilities.

Appendix B

Attachment 2 to USESPL 2092

OUTLINE FOR HUMAN RESOURCES DEVELOPMENT PLAN OF ACTION

In submitting their proposals for implementing the HRD program, State agencies are asked to furnish information in the following areas:

1. Organization of the HRD program, including an organization chart and a flow chart.

2. Estimates of the outreach, employability and job development needs of the disadvantaged in the target areas to be served, and the extent to which these needs will be met by the HRD program that can be initiated with available staff.

3. Description of functions to be performed

   a. Outreach - Timing, location, organization, etc.
   b. Employability Services

      (1) Reception
      (2) Interviewing - Counseling
      (3) Placement by counselors in intensive service units and other delegations of placement and job development responsibility, i.e. to YOC, HRD units, etc.
      (4) Referral to training and OJT
      (5) Followup and followthrough

   c. Job development and employer relations
   d. Job market information

4. Administration

   a. Coordination of activities with existing local offices
   b. Use of other community agencies
   c. Lines of supervision
   d. Physical facilities

5. Staffing

   a. Numbers and classifications of staff to be assigned to four basic functions
   b. Use of staff resources of other agencies
   c. Use of neighborhood workers and volunteers
   d. Use of consultants
   e. Methods of recruitment and training to be used in staffing - Estimates of staff requirements should include staff for recruitment and training of new employees to be assigned to HRD program.

6. Space Requirements

   a. Functions and staff to be assigned to existing office space including YOC's and U.I. neighborhood offices
   b. Functions and staff to be outstationed in other community agencies
   c. Additional space requirements
   d. Plans for use of mobile units, if any

7. Reporting Program - A system of information describing the numbers reached, services provided and results achieved in terms of referrals to training, supportive services, work programs and employment is an essential part of the plan. (Guidelines to be furnished)

In reply refer
to AQ

U.S. DEPARTMENT OF LABOR
Bureau of Employment Security
Washington, D.C. 20210

General Administration Letter No. 1036
October 20, 1966

TO: ALL STATE EMPLOYMENT SECURITY AGENCIES

SUBJECT: Services to Employers Known To Practice Discrimination in Employment

REFERENCES: ES Manual, Part II, Section 1294A

PURPOSE: To inform State agencies of policy with regard to services to employers known to have discriminatory employment practices and to provide them with procedures for complying with title VI of the Civil Rights Act of 1964.

It is the policy of the United States Employment Service, as set forth in section 0620 J, part I, ES Manual " . . . to make no referral to a position where services to be performed or the terms or conditions of employment are contrary to Federal, State, or local law." To refer a person to an employer who discriminates in violation of a State or local fair employment practices law or title VII of the Civil Rights Act would be contrary to the cited section of the Manual.

Further, whenever a State employment security agency refers applicants to an employer who the State agency knows has discriminatory hiring practices, the State agency is in violation of title VI of the Civil Rights Act of 1964 and its implementing regulations which prohibit discrimination in programs receiving Federal financial assistance. This policy applies even when referrals are made on a nondiscriminatory basis to employers who are known to practice employment discrimination. Any person whom a State agency refers, knowing that the employer will not hire him, is in effect excluded from participation in, denied the full benefits of, and is subjected to discrimination under a program receiving Federal financial assistance.

The title VI regulations also expressly prohibit any recipient of Federal financial assistance from providing any service or opportunity to an applicant which is different from that provided others of another race, color, or national origin. When a referral is made to an employer who is known to discriminate, a State agency is acting in violation of these regulations in that it is providing a service and affording an opportunity to the referred applicant which is different from that provided others of another race, color, or national origin.

Immediately upon receipt of this letter, State agencies are required to direct every local office which carries out placement activities to comply fully with the above-mentioned requirements of title VI and United States Employment Service policy with respect to referral to positions where the conditions or terms of employment are contrary to law. The following guidelines are provided to assist local office personnel in carrying out this requirement:

1. Interviewers who refer applicants to employers shall observe the racial identity of the applicants referred to individual employers, and upon verification of the results of the referrals shall check to determine whether an employer has rejected all applicants of a particular race, color, or national origin. Such observation and checking by the interviewers may involve a single order with many openings or a number of orders having an aggregate of openings sufficient to show a pattern of racial discrimination on the part of the employer with respect to the entire establishment or to particular departments or jobs.

2. If it appears to the interviewer(s) that an employer has consistently rejected all applicants of a particular group, or that he has hired applicants of a particular group only in certain occupations, the interviewer(s) shall call this pattern to the attention of the local office manager or the placement supervisor.

3. Where such patterns appear, placement supervisors and/or local office managers shall review with the interviewer(s) the referral records of the job orders and the application cards or other basis of referral of all referred applicants to determine whether an employer's actions manifest a discriminatory hiring pattern. To permit such a determination, the sample of referrals for such a review should contain a reasonable number of referrals, including sufficient applicants of the group thought to be discriminated against. The race, color, or national origin of an applicant may be determined by his residence, school attended, the national character of his name, other information appearing on the card which is indicative of such factors, and the knowledge of the interviewer. The period covered by the sample need be of no specific duration if a sufficient number of referrals and instances of possibly discriminatory rejection are included. The applications or other basis for referral of all applicants referred should be reviewed to confirm the qualifications of the applicants, and to determine whether the qualifications of the rejected applicants compare favorably with those of the accepted applicants. If the review confirms the interviewers' finding that applicants of a particular race, color, or national origin were consistently rejected by the employer, and no other reasons for such rejection are apparent, a conclusion that applicants of a given group were rejected because of their race, color, or national origin must follow.

4. If the review of the referrals to an employer reveals a pattern of discriminatory hiring, the local office manager or the supervisor shall visit the employer to inform him of the requirements which title VI of the Civil Rights Act of 1964, the Regulations of the Secretary to effectuate that title, and other pertinent State laws impose upon the Employment Service with respect to serving employers who have discriminatory employment practices.

   Also, the employer shall be reminded of laws which prohibit him from discriminating. The manager or supervisor shall inform the employer further that a review of referrals to his firm indicates that applicants of a particular group have been consistently rejected or hired only for certain occupations, and that the local office cannot continue to serve an employer if he discriminates on the basis of race, color, or national origin.

5. If the employer offers no valid explanation indicating that he has not so discriminated, the manager or supervisor shall ask the employer to give assurance that he will not discriminate on the basis of race, color, or national origin in the future, and shall inform him that the local office cannot continue to serve him without such assurance. If the employer gives this assurance, the local office shall review closely the referrals made to him after his assurance to determine whether or not the employer is discriminating. If no change is observed in the discriminatory pattern of the employer's hiring practices, he shall be informed that the office can no longer serve him because of his discriminatory practices and all services must be discontinued forthwith.

6. If an employer refuses to give assurance that he will not discriminate in the future, the manager or supervisor shall inform him that the local office can no longer serve him because of his discriminatory practices.

7. In all cases in which the local office finds it necessary to discontinue referral service because of the employer's discriminatory employment practices, the office shall notify, by letter, other local offices which may receive orders from that employer, appropriate State and local fair employment practice authorities, and the Equal Employment Opportunity Commission if the employer is subject to title VII of the Civil Rights Act of 1964. If the employer has a Federal contract, the contracting Federal agency and the Office of Federal Contract Compliance of the U.S. Department of Labor also shall be notified. If such service is discontinued to a Federal establishment, notice shall be sent to the U.S. Civil Service Commission. A copy of all such notices sent to a local, State, or Federal fair employment practice authority shall be sent to the BES national office (Attention: AQ).

8. If the discussion with the employer convinces the local office representative that the applicants in question were not rejected because of discrimination based on race, color, or national origin, the local office will continue to refer applicants on a nondiscriminatory basis to the employer.

9. When services to an employer are terminated because of his discriminatory practices, the employer shall be informed that service may be resumed whenever he will give assurance that he will not discriminate. Whenever the employer gives this assurance, the office shall closely review referrals made subsequent to such assurance to ascertain whether or not he is complying with his assurance.

10. Employers may inform the local office of their discriminatory practices by including a racial specification or preference in a job order or by stating a discriminatory policy or practice in the course of employer relations activities of the local office. Such statements by an employer or his representative are clear evidence that an employer discriminates. In such cases, the provisions of section 1294A, part II, ES Manual, should be followed to persuade the employer to withdraw the discriminatory specification and to abandon his discriminatory practices. If the employer refuses to withdraw the discriminatory specification and to assure that he will not discriminate in the future, he shall be informed that the local office cannot serve him until he does so. If the employer withdraws the discriminatory specification and gives assurance that he will not discriminate in the future, service may be continued to him, and the local office shall closely review referrals made to him after his assurance to determine whether or not he discriminates. If this review discloses that the employer is discriminating, service to him shall be discontinued forthwith and he shall be so informed.

11. Whenever the local office calls the attention of an employer to his possibly discriminatory hiring practices, the local office shall prepare a record of the case, and shall send a copy of this record to the State office for transmittal to the BES national office (Attention: AQ) through the concerned BES regional office. This record should set forth the following information:

    a. The group or groups discriminated against.

    b. Whether the employer excludes such persons completely or only from certain jobs or departments.

    c. Date and how the local office became aware of the discriminatory practice.

    d. If local office knowledge is developed on review of office records, a summary of records examined to establish the discriminatory pattern, showing consistent rejection of subject group.

e. Date of conference with employer on the matter.

f. Results of this conference.

g. Results of followup after assurance.

h. If service is discontinued, the fair employment practice authorities, Federal agencies, and other local offices notified of this action.

i. In case of discontinuance of service, date and circumstance under which service is restored.

This record shall be retained in the local office for 3 years.

RESCISSIONS: None

Sincerely yours,

Robert C. Goodwin

Robert C. Goodwin
Administrator

3-6-67

COUNCIL OF THE SOUTHERN MOUNTAINS PERSONNEL FORM

INSTRUCTIONS FOR FILLING OUT QUESTIONNAIRE

1. Read the instructions for each question carefully.
2. Print your answers clearly in dark ink or, if possible, use a typewriter.
3. Do not leave any item blank. Write in NONE or N A (Not Applicable) as appropriate.
4. Please furnish as much information about your-self as you can. Attach additional page if you need more space.
5. When you have completed this questionnaire please return it to:
   Council of the Southern Mountains, Inc.
   Director of Recruiting
   College Box 2307
   Berea, Kentucky 40403

AC 218 935-2571

1. NAME (print) Winston, Lonnie (Negro)
   (Last) (First)
   (None) (Middle) (Maiden)

2. A. SEX
   1. ☒ Male
   2. ☐ Female

   B. PHYSICAL DESCRIPTION
   Height: 5 (feet) 11 (inches)
   Weight: 188 (pounds)

3. FAMILY STATUS
   A. Marital Status
   1. ☐ Single and have never been married.
   2. ☑ Married and living with spouse.
   3. ☐ Divorced or legally separated.
   4. ☐ Widowed.
   B. Dependents other than spouse:
   1. ☐ I have no dependents.
   2. ☑ I have 2 dependents who are under age 18. (Specify number).
   3. ☐ I have NA dependents who are age 18 or over. (Specify number).
   I contribute to the support of NA
   (Specify name and relationship).

4. DATE AND PLACE OF BIRTH
   July (month) 23 (day) 1934 (year)
   Greensboro (City) North Carolina (State) U.S.A. (Country)

5. EMPLOYMENT STATUS
   1. ☐ I am currently employed.
   2. ☑ I am employed full-time.
   3. ☐ I am employed part time.
   4. ☐ I am retired.
   5. ☐ I am a full time student.

6. DATE OF AVAILABILITY (Note date in numerals.)
   I will be available on or after: June (Month) 15 (Day) 1967 (Year)
   (Use additional page if comments are necessary.)

7. PERIOD OF AVAILABILITY
   1. ☑ I am available for continuous and permanent employment.
   2. ☐ I am not available for continuous and permanent employment but am available as follows: Will be available for Continuous and Permanent employment after June 15
   (Use additional page if comments are necessary)

8. AREA
   Do you have any acquaintance or knowledge of the Appalachian South?
   1. ☐ No
   2. ☑ Yes Specify Lived in general area Worked with people from this area.

9. CURRENT ADDRESS (Give address to which notices and announcements are to be sent and where you currently can be contacted. Notify us immediately when this address is changed)
   Chippewa Ranch Job Corps Center
   (Number and Street)
   Mahnomen, Minnesota
   (City) (State)
   None (Current Home Telephone Number)
   Unavailable at Present (Business or School Telephone Number, if available)
   (Month) (Year)

10. PERMANENT ADDRESS (Give name and address of the person through whom you can always be reached when at your current address. Write "same" if your current and permanent address are the same.)
    Grace N. Winston
    (Name)
    Same
    (Number and Street)
    Same Same
    (City) (State)
    Unavailable at Present
    (Permanent Telephone Number)

11. MILITARY STATUS
    A. What is your draft classification? 5-A

12. LEGAL
    Have you ever been arrested, charged or convicted by Federal, State, Military or other law-enforcement authorities, for any violation of any Federal law, State law, County or Municipal law, Regulation or Ordinance?
    1. ☑ No
    2. ☐ Yes. In a separate sealed envelope addressed to the Director of Recruiting and marked "Legal Confidential" give your name and the nature of the charge, date, place, and disposition.

13. FARM EXPERIENCE
    1. ☐ I have not worked on a farm.
    2. ☑ I have worked on a farm for more than 4 months.

14. TRADE APPRENTICESHIPS
    Have you served, or are you serving, an apprenticeship in any trade?
    1. ☑ No
    2. ☐ Yes, apprenticeship in NA
    Give dates and training status: NA

15. FOREIGN RESIDENCE OR TRAVEL
    List the countries outside of the United States in which you have lived or traveled. Indicate the reason for your visit and include length of stay and dates.
    NA
    (Please use additional page if more space is needed)

16. POSITION SOUGHT
    What kind of work or position do you seek? (Public Health)
    Training instructor of Health Education Medical Assistants, Laboratory Assistants First-Aid, Sanitation, or Venereal Disease Contact Investigator
    Full time 1. ☑ Part time 2. ☐

17. EMPLOYMENT RECORD
    A. Instructions
    1. List all the jobs you have held since high school with your present or most recent job first, and so on.
    2. Do not include schools attended this is covered elsewhere in this questionnaire.
    3. If you have held more than four jobs, provide the same information for the other job(s) or an additional page or pages. Be sure to account for each year you have been employed.
    4. Explain periods of unemployment on additional page.

(Federal)

1. Present (or last) job,
Job title: Medical + Administrative Assistant
Date: From: Oct. 1965 (month) (year) to Present (month) (year)
Major Duties: Set up and Operate Small Medical Clinic, Train Job Corps boys to get Jobs as hospital Orderlies + Teach Health Ed.
Average Number of Hours per week 40 Rate of pay $7100 per Year
Myron Peterson, Adm. Officer
(Name of Supervisor)
Adm. Job Corps Center
(Name and Department of Company)
Chippewa Ranch J.C.C.C.
(Number and Street)
Mahnomen, Minnesota
(City) (State)
Type of Organization: Job Corps Center
Reason for leaving: Presently employed

2. Job title: Chief of Laboratory + X-Ray Services.
Date: From: Apr. 1963 (month) (year) to Oct. 1965 (month) (year)
Major Duties: Supervised Operation of a Public Health Service laboratory + X-Ray dept. Taught Indian students Health + Hygiene, also Medical Vocations.
Average Number of Hours per week 40 Rate of pay $6500 per Year.
Eugene Kaye, Adm. Officer
(Name of Supervisor)
Adm. Chinle Health Center
(Name and Department of Company)
Chinle,
(Number and Street)
Chinle, Arizona
(City) (State)
Type of Organization: Public Health Service
Reason for leaving: To join Poverty Project

3. Job title: Medical Technologist
Date: From: Jan. 1960 (month) (year) to Apr. 1963 (month) (year)
Major Duties: Section Supervisor in Hospital Sanitary inspections and Preventative Medicine Officer
Average Number of Hours per week 40 Rate of pay $4800.00 per Year
S/Sgt. Curtis C. Morgan
(Name of Supervisor)
(Name and Department of Company)
2843rd U.S.A.F. Dispensary
(Number and Street)
Olmsted Air Force Base, Pennsylvania
(City) (State)
Type of Organization: Aero-Space Medicine
Reason for leaving: Reduction in Force

4. Job title: Training Instructor
Date: From: Apr. 1959 (month) (year) to Jan. 1960 (month) (year)
Major Duties: Taught Student Medical Technicians, This Teaching Consisted of both Class room instructions and laboratory Drills To Provide Students Practical experience

Average Number of Hours per week 40 Rate of pay $350.00 per Month
(Name of Supervisor)
Dr. Wm Berkhart, M.D. + Pathologist
(Name and Department of Company)
York County General Hospital
(Number and Street)
York, Pennsylvania
(City) (State)
Type of Organization: Hospital Training School
Reason for leaving: Completed requirements to become Registered Medical Technologist.

18. A. Have you ever been discharged or have you ever been asked to resign from any job?
- [x] No
- [ ] Yes. Give details on an additional page including the name and address of employer, approximate date of leaving and reasons in each case.

B. Social Security Number: 244-42-6821

C. If you are now employed, may we contact your present supervisor for a reference?
- [ ] No
- [x] Yes

19. A. Do you own a car?
1 [ ] No
2 [x] Yes

B. Do you drive a car?
1 No
2 [x] Yes

20. TEACHING EXPERIENCE (include practice teaching)
1 [ ] I have not had teaching experience.
2 [ ] I have taught at the primary school level (grades 1-6) for ____ years ____ months.
3 [x] I have taught at the secondary school level (grades 1-7) for ____ years 9 months
4 [x] I have taught at the college level for 1 years ____ months.
5 [x] I have taught in the adult education programs for ____ years 6 months.
6 [ ] I have taught in agricultural extension programs for ____ years ____ months.
7 [x] I have conducted on-the-job training.
8 [x] I have had other teaching experience.

If you have checked boxes 2, 3, 4, 5, 6, 7, or 8, give details below. If you now hold a teaching certificate give levels, subjects, state in which held, and date awarded.

I have Never applied for a Teaching Certificate. My qualifications for Teaching were granted by federal facilities. My Teaching qualifications are not for General education but in Specialized areas of Health + Health Vocations

21. EDUCATION
A. Schooling-indicate highest year completed:
1 [ ] less than 12th. grade (specify) ____
2 [ ] 12 grade
3 [ ] 1st. year college
4 [ ] 2nd. year college
5 [ ] 3rd. year college
6 [x] 4th. year college
7 [ ] 1 year of graduate work, beyond a bachelor's degree
8 [ ] 2 or more years of graduate work, beyond a bachelor's degree

22 Specify the high school you last attended or were graduated from:

Name of School	City and State	Type Course (academic, vocational or commercial)	Dates Attended (Month & Year) From	To	Diploma Received Yes	No
J.B. Dudley High	Greensboro, North Carolina	Academic	9/49	6/52	✓	

23 List all junior colleges and universities attended. List the most recent first. Formal training other than college is to be recorded below.

Name of School	City and State	Dates attended (Month & Year) From	To	Full Time (Check)	Part Time (Check)	Type of Degree Received or Expected and Date Received or Expected: Degree Received	Degree Expected	B.S. Date	Major Field	Minor Field (If Any)
A+T. College	G'boro, N. Car.	9/52	5/53	✓					Pre-Med	Pre-Med
Oakwood College	Huntsville, Ala.	9/53	4/56	✓				BS	Pre-Med Ed.	

24 List all technical trade or other special training (civilian or military) not covered in Items 22 or 23. Use additional page if more apace is needed.

Name of School	City and State	Dates Attended (Month & Year) From	To	Full Time (Check)	Part Time (Check)	Type of Training	Diploma or Cert. Received Yes	No
Army Medical Service School	San-Antonio, Texas	7/56	1/57	✓		Medical Specialist	✓	
U.S. Army Dispensary	Lewes, Delaware	3/57	12/58		✓	Disp. Tech. Nursing + Sanitarian		✓

Gunter Air Force Base
Alabama

1960-1963 Part Time Training in Entomology and Occupational Water Health
Total of 75 Credit hrs.
Have 3 Certificates, one in each area.

University of Oklahoma, Feb. 11, - Feb 30 1967
Staff Training in dealing with and working with Poverty Groups.

25 SKILL CLASSIFICATION

Primary Job Skills: We want you to tell us what work you can do best. List from one to four areas, with the first being the one in which you are most interested. List any of those areas in which you could now perform competently on the job either as a worker or a teacher.

Skill Title

Remarks: (State your area of specialization and summarize the nature and extent of your training and experience.)

Skill Title

Remarks: (State your area of specialization and summarize the nature and extent of your training and experience.)

See enclosed Copies of Documents.

Skill Title

Remarks: (State your area of specialization and summarize the nature and extent of your training and experience.)

Skill Title

Remarks: (State your area of specialization and summarize the nature and extent of your training and experience.)

26 ORGANIZATIONS

List all organizations in which you have been active, such as farm, labor, civic, welfare, school, college, co-op, credit union and/or social groups, voluntary agencies and overseas exchange or service programs. Please use additional page if more space is needed.

Name of Organization (Do not abbreviate)	Highest Office or Position Held (if any)	Dates of Membership From	To
American Medical Technologist	Member	1960	Present
American Public Health Association	Member	1965	Present
Health + Welfare Association	Leader	1952	— 1956
(Church sponsored welfare group)			

27 REFERENCES

List below the names and complete addresses of at least four persons not related to you who have definite knowledge of your qualifications and fitness, other than supervisors previously listed. You must list at least four. However, you are encouraged to list as many as ten.

If you have attended school or college within the past 2 years include in your list a professor in your major area, your adviser and/or counselor and two other faculty members who know you well. If you have had a military career, include an officer who knows you well. In selecting references, bear in mind that we need to know both about your work qualifications and about you personally.

3-15-67

1. Dr. E.J. Klump — Physician
Name — Occupation — Organization and Department, if applicable
Tularosa Clinic — Tularosa, New Mexico
Number and Street — City — State

2. John J. Hawkins, Center Director — Job Corps
Name — Occupation — Organization and Department, if applicable
1103 Montozuma — Tularosa, New Mexico
Number and Street — City — State

3. Robert L. Middleton, Social Worker, Bureau of Indian Affairs
Name — Occupation — Organization and Department, if applicable
Mescalero Agency — Mescalero, New Mexico
Number and Street — City — State

4. R.L. Fred — Director of Education — Job Corps
Name — Occupation — Organization and Department, if applicable
8 Canyon Job Corps Ctr. — Mescalero, New Mexico
Number and Street — City — State

ADDITIONAL INFORMATION

ON AN EXTRA SHEET

1. Continue any item on the questionnaire. Indicate the item number to which your answer applies.
2. Provide additional information about yourself. For example, you may want to include:
   A. a description of any experiences you have had which you feel would help to qualify you for this service.
   B. your ideas about what the Council can accomplish and what you can contribute to this program.

PLEASE REVIEW THIS QUESTIONNAIRE TO BE SURE THAT ALL ANSWERS ARE ACCURATE AND COMPLETE.

I certify that the information given in this questionnaire is correct and true, to the best of my knowledge.

March 6, 1967 — Lonnie Winston
Date — Signature

4-10-67

PLACEMENT SERVICE

University of North Carolina, Chapel Hill, N. C.

DATE: April 10, 1967

NAME: Mr. / Mrs. / Miss Towe (Last) William (First) Henry (Middle)

DEGREE: (Last degree granted) B.S. Business Admin. Date June, 1955
(UNC degree expected) M.A.T. Date Aug., 1967

GRADUATE MAJOR: History MINOR: Geog. & Ed.

AREA OF SPECIALIZATION: U.S. History

PRESENT ADDRESS: (Street) 124 Daniels Rd.
(City) Chapel Hill, N.C.
(Phone) 968-0795 (919) Until? Aug., 1967

PERMANENT ADDRESS: (Street) 604 W. Nash St.
(where mail will always reach you) (City) Wilson, N.C.
(Phone) 243-3090

PERSONAL INFORMATION:

Date of birth March 27, 1933 Place of birth Charlottesville, Va. U. S. Citizen Yes

Height 5' 7 1/2" Weight 145 Physical limitations none

Marital Status married Children none Other dependents none

Hobbies reading

Travel Europe - 15 months - U. S. Army England - 11 months - teaching

Military Service (Rank, Arm, Dates) Pfc. U.S. Army Aug. 6, 1956 - July 24, 1958

Social & Community Activities Voter Registration

TEACHING EXPERIENCE: (List in chronological order & specify whether full-time or part-time)

Title or Rank	Subjects Taught	School	Location	Dates
Teacher	Core Cur. (Eng. & Soc. Studies)	Arbutus Jr. H.	Baltimore Co., Md.	Sept. '59-June '61
Teacher	Geography	Elizibethan Hall	Hull, England	Aug. '61-July '62
Teacher	U.S. History & World Geog.	Hampton High School	Hampton, Va.	Sept. '62-June '65

OTHER PAID WORK EXPERIENCE

Position	Organization	Location	Full-time, part-time, or summer?	Dates
Salesman	Towe Insurance	Wilson, N.C.	Full-Time	June '55-Aug. '56
Research	Va. Students Civil Rights Comm.	Blackstone, Va.	Full-time	June '65-Sept. '66

EMPLOYER REFERENCES (Name, address, & position or title)

Mr. C. Alton Lindsay, Superintendent, Hampton City Schools 19 Cary St. School Board Office, Hampton, Va.
Mr. Garland R. Lively Asst. Superintendent - Personnel Hampton City Schools, Hampton, Va.
Mrs. Nancy Guerrero, 414 State St., Greensboro, N. C. Secretary - Va. Students C.R.C.

I can provide you with other references related to my civil rights work.

SUBJECTS YOU WISH TO TEACH (Underline those you have taught)

U.S. History, Geography

(Continued)

Form No. 4

ACADEMIC RECORD

SCHOOLS & COLLEGES ATTENDED: (Include UNC)

Name of Institution	Location	Dates	Degree Rec'd	Major
H. S. C. L. Coon	Wilson, N.C.	1947-1951	Academic	
Davidson College	Davidson, N.C.	1951-1953		
Univ. of N. Carolina	Chapel Hill, N.C.	1953-1955	B.S.	Business Administration
Atlantic Christian College	Wilson, N.C.	1958-1959	(Teacher's Certific)	History & Educa.
East Carolina (Summer '60), Univ. of Md. & Johns Hopkins Evening Schools		1960-'61		History
Univ. of N. Carolina	Chapel Hill, N.C.	Summer '63 & 1966-'67	M.A.T.	U. S. History

COLLEGE & GRADUATE SCHOOL ACTIVITIES, HONORS, PUBLICATIONS, etc.

GRADUATE COURSES TAKEN (or in progress)* Identify School.

Descriptive Title of Course	Sem. Hrs.	Grade	Descriptive Title of Course	Sem. Hrs.	Grade
All taken at U.N.C.					
Hist. of Amer. Ideas, 1860-Present	3	P			
Political Geog.	3	P			
Hist. of Amer. Ideas, 1607-1860	3	P			
Hist. of N.C., 1835-Present	3	P			
U.S. Hist., 1900-1932	3	P			
Economic Geog.	3	H			
U.S. Hist., 1932-Present	3				
South Since Reconstruction	3				
Social Foundations of Amer. Ed.	3				
Psychological Foundations of Ed.	3				

ACADEMIC REFERENCES (names & addresses)

Advisor or Major Professor Dr. Robert M. Miller, Dept. of Hist., 306 Saunders Hall, U.N.C., Chapel Hill, N. C.

Others who know your graduate work

Dr. Samuel F. Wells, Dept. of Hist., 211 Saunders Hall, U.N.C., Chapel Hill, N. C.

FOREIGN LANGUAGE FLUENCY None

THESIS OR DISSERTATION TOPIC None

STATEMENT CONCERNING STATUS OF GRADUATE WORK AT THIS DATE. (Whether languages exams, preliminary orals & writtens passed, etc.) When above courses are completed and comprehensive written exam taken in July 1967, degree requirements will be fulfilled.

All information given on these sheets is supplied by the registrant.

* Grading System: H, work of clear excellence; P, entirely satisfactory work; L, low passing work; F, failure; S, satisfactory progress in research. Prior to Sept. 1960, P was the only passing grade. Official transcripts of U. N. C. courses may be obtained only at the request of the student from Central Office of Records, 01 Hanes Hall, U. N. C., Chapel Hill, N. C.

Bill Towe
124 Daniels Rd.
Chapel Hill, N. C. 27514

CHAPEL HILL
JUL 20
AM
1967
275

Mr. Emory Via, Director of Labor
Southern Regional Council, Inc.
5 Forsyth St., N. W.
Atlanta, Georgia 30303

PENN COMMUNITY SERVICES, INCORPORATED

ST. HELENA ISLAND

FROGMORE, SOUTH CAROLINA 29920

April 28, 1967

COURTNEY SICELOFF
DIRECTOR

(803) 524-4337

Miss Jean Fairfax
NAACP
10 Columbus Circle
New York, New York

Dear Jean and Emory:

I called Jim Upchurch this past week to see if he was available only to learn that he is taking a job with the AFSC in Mexico for a couple of years. I did learn, however, that he had been connected with the Charlotte Area Funds as Emory suspected, but I did not go into details since he is not available.

I hope you are having better luck.

Best regards,

Courtney Siceloff

CS/fm
CC: Emory Via

5-3-67

COUNCIL OF THE SOUTHERN MOUNTAINS

College Box 2307
Berea, Kentucky 40403

Re: Applicant Lonnie Winston
Questionnaire No.:

Mr. John J. Hawkins, Center Director
Job Corps
1103 Montazuma
Tularosa, New Mexico

Dear Mr. Hawkins:

The above-named applicant for work with the Council of the Southern Mountains has indicated that you are in a position to give us a reliable evaluation of him. I shall appreciate your thoughtful appraisal of his qualifications for this work.

The Council of the Southern Mountains is a working fellowship of people and organizations. For more than fifty years, the Council has been constantly at work on specific projects and services for the benefit of all who live in the mountains. Its basic principle has been to help people to help themselves.

In this appraisal a candid expression of opinion is necessary. No candidate will be eliminated on the basis of a single negative rating; supporting evidence will always be obtained from other sources. All information will be kept in confidence.

You can make a substantial contribution to the success of the Council and to the welfare of the above applicant by carefully filling out and returning this form. The enclosed return envelope requires no additional postage.

I am grateful to you for your assistance in our work of selecting a capable staff.

Sincerely yours,

Leonard Gallimore

Leonard Gallimore
~~James R. Boisblanc~~
Director of Recruiting

Enclosure:
Return envelope.

During what period have you known the candidate? From November 1965 to December 1966.

In what capacity have you known him? His Supervisor

☒ I do not know the applicant well enough to complete this form.

☐ I prefer to write a letter, which is attached.

Rating on Job Competence

In your judgment, how competent is this candidate, as demonstrated by his work in school or college or on a job?

Check one:

5	☒	Top 10%	Extremely competent. Can always be counted on to do an excellent job.
4	☐	Top 30%	Very competent.
3	☐	Top 70%	Adequate but not outstanding.
2	☐	Bottom 30%	Doubtful.
1	☐	Bottom 10%	Incompetent. Has failed on many occasions to perform satisfactorily.

Please describe how candidate has demonstrated his level of competence.

1. His handling of Corpsmen in illnesses on sick call.
2. His ability to counsel and advise Job Corps personnel.
3. His ability to get along with fellow workers.

What special job skills or other assets does the candidate have that would qualify him for work in Appalachian communities?

1. As medic or male nurse.
2. His smoothness of handling of paper work.

Rating on Emotional Maturity

How would you rate this candidate on emotional maturity and stability, on ability to tolerate stress, to work alone or under pressure, to cope with unusual difficulties?

Check one:

5	☒	Top 10%	Superb. Exceptionally mature and emotionally stable. Has demonstrated his ability to function effectively in periods of stress.
4	☐	Top 30%	Very good. Mature and emotionally stable.
3	☐	Top 70%	Good. About average in emotional stability and maturity for his age group. Will need supervision.
2	☐	Bottom 30%	Doubtful. There is reason to believe that candidate will not stand up well under stress.
1	☐	Bottom 10%	Poor. Candidate is emotionally unstable, has a history of emotional outbursts, of withdrawal, or of other signs of inability to cope with stress.

Comments on emotional maturity of candiate:

1. Works well under ~~serve~~ strain and stress

Do you have any knowledge of any behavior which shows that this applicant is not reliable, honest, or of good character?

1 ☐ Yes If "Yes", please give details.

2 ☒ No

To the best of your knowledge, has the candidate ever been arrested for other than a minor offense?

1 ☐ Yes If "Yes", please give details.

2 ☒ No

Rating on Relationships with Other People

Our staff works mostly with people, often with those in isolated rural areas. How would you rate this candidate on relationships with other people?

Check one:

5	☒	Top 10%	Superb. Usually effective in relationships with others. Works well alone or in groups. Can lead or follow as occasion demands. Is regarded as a good and dependable friend. Relates well to all kinds of people, respects them, and gains their respect.
4	☐	Top 30%	Very good. Works quite well with others.
3	☐	Top 70%	Good. About average in effectiveness of relationships with others for his age group. Will need supervision.
2	☐	Bottom 30%	Doubtful. There is reason to believe that the candidate will have difficulties working with others.
1	☐	Bottom 10%	Poor. Candidate cannot work effectively with others; is uncooperative or arouses antagonism needlessly. Distracts a group from its purposes or does not carry out his obligations. A distinct liability in a team endeavor.

Comments on candidate's relationships with other people:

Overall Recommendation

☒ I recommend the candidate without reservation as an excellent prospect for work with The Council of The Southern Mountains.

☐ I have some reservations but would recommend the candidate as a good prospect for work with The Council of The Southern Mountains.

☐ I have substantial doubts about the candidate but think that he might be given a chance to prove himself during a training period.

☐ I feel that the candidate is unsuited for work with The Council of The Southern Mountains.

☐ Other _____

John Hawkins, Director, 8 Canyon Job Corps Center (Retired) 3 May 67

(Signature) (Title) (Date)

Please return this form to DIRECTOR OF RECRUITING, COUNCIL OF THE SOUTHERN MOUNTAINS,

College Box 2307, Berea, Kentucky 40403

PLACEMENT

Rec'd 5/17/67

382 Central Park West
New York, N. Y. 10025
May 16, 1967

Paul Anthony, Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Paul:

I hope you are still enjoying your work with the Council. I continue to appreciate New South and other publications from the Council which I see from time to time. The files of New South have been particularly helpful to me recently in writing that Ph.D. dissertation which I bagan several years ago while I was still working in the Southeast with the American Friends Service Committee (a study of social forces at work in the school desegregation process).

In connection with this study, I plan to complete work for the degree by the end of summer. Also, by that time my assignment with the Quaker United Nations Program here in New York will end. Both of these factors, plus other matters, such as my wife and I both wanting to get away from New York and this Northeast metropolitan area, are causing me to take a broad look at the job field and at what I do next. I hope that you may be able to offer a suggestion or so.

It seems to me that there are two major areas which interest me most and for which I am best prepared. One is the agency field, in some aspect of human relations or social change, particularly with regard to racial problems and poverty and cultural deprivation, etc. The other is the teaching field, probably with a college.

With regard to agency work, I have been in touch with Paul Rilling, Stanley Kruger, etc. in H.E.W. and there seems to be a good possibility that an offer will come from that direction, preferably with some aspect of the technical assistance program to desegregating schools. I would be interested in any pro or con evaluation you might have of this program. Then, I hear that my name has been mentioned to the Va. Council on Human Relations. Is this a good organization to get into these days. I gather from a conversation with Les Dunbar that the Va. group has had some troubles.

As for teaching, which, frankly, interests me very much, I would be able to teach sociology or more broadly, social sciences (my degree will be in human relations - under Dan Dodson at N.Y. Univ.). I have had a letter from Miles College and its program fascinates me. However, neither my wife nor I are really ready to go back into a closed society, such as I suspect Birmingham still has to a great degree. Am I wrong about this last judgment? However, a teaching assignment in some more open area of the South would appeal much.

Pardon this long letter. I wish we had a chance to sit down for a talk. How-
if you have any particular reactions to my above queries, I would be most grateful to hear about them. Or other openings about which you may know.

Sincerely,

Bill

William Bagwell

BIOGRAPHICAL DATA

William Bagwell

Education: Furman University - B.A. 1947
Columbia University - M.S. 1950
Emory University - 1 year graduate study 1951-52
New York University - requirements for Ph.D. degree in human relations almost completed (plan to complete by Sept 1967)

Experience: Peace Education Associate, Quaker Program at the United Nations, New York City, January 1965 to date. Serves as liaison between 11 regional offices of American Friends Service Committee and peace education activities of the Quaker team at the U.N. Seeks to bring increased knowledge of the U.N. and its activities to local communities throughout the nation by providing up-to-date information and interpretation of the U.N. activities and related world problems to peace education specialists in AFSC regional offices, through mailings, reports, seminars for groups of citizens from all parts of the country and visits to regions. The Quaker Program at the U.N. began in 1947 and includes consultation with U.N. officials on issues of human welfare, international understanding, and peace, and provides for informal, off-the-record conversations among U.N. personnel and others knowledgeable in the particular subjects being examined.

Director of School Desegregation Program. American Friends Service Committee, High Point, N.C., 1958-64. In charge of field program working with varied groups and individuals in community preparation for public school desegregation in three Southern states (North and South Carolina and Virginia).

Director of News Service and Editor of Alumni Magazine, Furman University, Greenville, S.C., 1955-58.

Special Writer and Public Relations Representative, George Washington University, Washington, D.C. 1952-55.

News Bureau Director, Church World Service, Inc., N.Y.C. 1947-49.

Membership: National Association of Intergroup Relations Officials
Adult Education Association
Southern Regional Council
Fellowship of Reconciliation
Sigma Delta Chi Journalism Fraternity
United Nations Association (board member, Manhattan chapter)

Personal: Born - Donalds, South Carolina
Age - 44
Married

Religious Affiliation: Society of Friends

office Address: Quaker United Nations Program
345 East 46th Street, New York
Phone: MU 2-2745

(March. 1967)

home: 382 Central Park W.
N.Y. City 10025
phone 865-3417

Emory Via
from JN

STATE 5/21/67

Busbee Says Negroes Up In Textiles

SEA ISLAND, Ga — Negro employment in South Carolina's textile industry has increased by 250 per cent during the past two years, S. C State Superintendent of Education Cyril B. Busbee said here Saturday.

"I don't suppose I am exposing anything that is a trade secret," Busbee said, "when I report that the number of Negroes employed in the textile industry in South Carolina was 6 per cent in 1964-65, 10 per cent in 1965-66, and estimated to be approximately 15 per cent now," Busbee said.

He spoke to members of the S. C. Textile Manufacturer's Assn.

Busbee also said he understands that certain types of industries moving into the state draw off from the textile industry some of its better qualified labor.

This should challenge educators as well as the textile manufacturer, he said.

"One person with whom I talked described the textile industry as an open field for Negro employment. This suggests that we take seriously the education of the Negro in the interest of manpower for industry," he stated.

Also speaking to the textile manufacturers gathering, Rep. Bryan Dorn, D-S.C., said "It is clear that the textile industry is in a worse position than it was when tariff negotiations were started in 1962."

Dorn said recent talks with Secretary of State Dean Rusk regarding textile imports "offers little or no encouragement" for the American industry.

VANCE
Textile, President

The Democratic congressman said the long-term agreement with foreign textile interests was supposed to limit imports to an annual increase of about five per cent.

"But," he said, "Last year alone cotton imports were up 39 per cent.

"Secretary Rusk told us that certain concessions had to be made in order to get the agreement extended. It has becom clare now that lower duties on cotton textiles were part of this deal," Dorn added.

At the association's final business session, Robert M. Vance, president of Clinton Mills, was elected president of the statewide organization. He succeeds Francis A. Townsend, president of Graniteville Company.

John B. Harris Jr. of Greenwood Mills was elected vice president.

Pass
57
31
8
25
1

May 21, 1967

Mr. Mordecai Johnson
U.C. Commission on Civil Rights
801 19th Street N.W.
Washington, D.C.

Dear Mordecai:

Enclosed is a draft of a job description for the Project Director of our Textile Industry Project. It should be considered a working document since I have not had a chance to confer with the other members of the board about it. I think it represents in general the thinking of all of us who have been involved in the development of the project. One of the first tasks which the board and the new director will have will be to draft a statement about the project which can be used publicly if necessary and the job description will be revised in the light of that. I hope this will serve in the meantime.

After I returned to New York, I reported to Emory Via (Southern Regional Council) about our very good conversation . I am really very thrilled that you are willing to explore this assignment with us. Please let me assure you that no pressure will be put on you but we would like to know very soon whether you would like to be considered as a candidate for this position. Emory and I agreed that it would be a good idea for you to plan a day in Atlanta as soon as possible to talk with him and with other members of our board. He and I will be in Washington, possibly on June 1, but we would appreciate it if you could get to Atlanta before then. Would you call him (404-JA 2-8764) to see whether you two can arrange a mutually satisfactory date? Your expenses for the trip will be covered, of course.

I understand that you would probably not be available until mid-summer but we want to get the first phase of our project underway as soon as possible. If we appoint a director who will not start work until later, we may decide to make some interim arrangements using board members, a summer worker, etc. or planning some activity such as an area conference. Rumors are already flying around. It will be important for us to launch our project and establish our own image before someone else does it for us and creates problems which will make our job more difficult.

As I told you, we have an administrative budget of $25,000 but have not itemized it. Alot will depend on where we have our headquarters. One of the agencies will be the administering body to which the grant will be given. We hope to get additional funds, perhaps Government grants, for special projects such as community education and recruitment. Once we are ready to go, I am sure we will attract interest, support and funds. This is really a venture of faith and all of us are going to be taxed to the maximum as we try to be imaginative and creative. The risks are high but if we succeed our efforts will change the lives of thousands of Negroes!

Sincerely,
Jean Fairfax

cc: Emory Via

DRAFT

THE TEXTILE INDUSTRY PROJECT

Job Description for the Project Director

1. The Project Director will be responsible to a board of directors appointed by the six participating agencies, will meet regularly with them, carry out policies established by them and make periodic reports to them. With the board, the Director will establish goals by which the progress of the project will be evaluated.

2. In cooperation with the board, the Director will identify the target area for maximum concentration. High priority will be given to South Carolina textile communities.

3. The director will compile information about Federal, state and local programs in the target area which have, or which could have, impact on all aspects of employment in textile firms, will ascertain the degree to which Negroes are participating in these programs, will devise ways of securing greater participation and will promote more projects which could result in increasing the number of minority group employees in the textile industry.

4. The Director will identify, train and support local leadership in textile communities who are capable of sustaining equal employment opportunity programs. The Director will be responsible for organizing leadership training workshops, for developing and disseminating materials for action programs, for helping local leaders develop relationships with plant management, employment agencies, public officials, etc.

5. In cooperation with the board, the Director will seek to discover those representatives of management who are committed to equal employment opportunity in the textile industry and to enlist their cooperation and involvement in the program.

6. The main focus of the project will be advising Negroes of their rights to equal employment opportunity, recruiting qualified workers, directing potential employees to training programs and to other resources and assisting persons who believe they have been discriminated against to file complaints to the appropriate agencies. To extend the outreach of the project the Director will develop a corps of volunteer and/or paid community workers, depending upon the availability of funds, and will train and supervise them in this program of education and recruitment.

7. At the direction of the board, the Director will establish a headquarters and will be responsible for this office and for the supervision of such staff members as will be authorized.

8. The Director should be prepared to travel about 70% of the time.

9. The Director will establish and maintain close working relationships with the regional representatives of appropriate Federal agencies.

SOUTHERN REGIONAL COUNCIL
NAACP LEGAL DEFENSE & EDUCATIONAL FUND
NATIONAL URBAN LEAGUE: SOUTHERN FIELD OFFICE
AFL-CIO, CIVIL RIGHTS DIVISION: SOUTHERN OFFICE
SOUTHERN RURAL ACTION PROJECT
PENN COMMUNITY SERVICE

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
TRANSMITTAL FORM

DATE 5/24/67

TO : Emory Via

FROM: George O. Butler

For your information

DO NOT USE FOR PERMANENT RECORD INFORMATION

GSA-WASH DC 66-1451

PA File

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

NEWS DIGEST - MAY 18, 1967

George Butler

WINSTON-SALEM, N. C.
SENTINEL
— D. 42,769 —
WINSTON METROPOLITAN AREA

MAY 2 1967

A Quieter Way

THE U. S. Equal Employment Opportunity Commission will be fortunate if it can enlist the help of the North Carolina Good Neighbor Council in an effort to persuade the textile industry to open more jobs to Negroes in this state.

The Good Neighbor Council is thoroughly experienced in this kind of work. With the help of local biracial committees, it has already done much to find better jobs for Negroes in a number of businesses and industries.

More important, the Council is generally respected and trusted by both Negroes and business leaders. Its quiet, low-key methods could well be more effective than those of the Employment Opportunity Commission.

In any case, there is great potential for finding jobs for Negroes in Southern textile mills. This industry employs 45 per cent of the manufacturing workers in this state. But the Employment Opportunity Commission says that, in the two Carolinas, Negroes comprise only 8.6 per cent of the textile work force. In Forsyth County, the commission says, 4.3 per cent of the textile workers are Negroes.

Since 1964 there have been startling gains in the percentage of Negroes employed by North Carolina textile mills, partly because of the tight labor market and partly because of the efforts of some employers to crack the color line. But the number of Negroes in these plants remains comparatively small, and few are in white collar or clerical jobs.

If the Negro is to rise economically in the South within a reasonable time, it is urgent that he be given an equal chance for employment in one of the nation's largest industries. More than that, he must have a chance for training. The current campaign to open jobs will encourage mills to begin training programs for Negroes and other low-skilled citizens under the federal Manpower Development and Training Act.

The Good Neighbor Council would, we suspect, be eager to expand and intensify its work in such a critical area, federal funds could make this possible. And the Employment Opportunity Commission could not select an agency more likely to get results in North Carolina.

May 22, 1967

Mr. Ted Freedman
Anti-Defamation League
Regional Office
41 Exhange Place
Atlanta, Georgia

Dear Ted:

Sometime ago we discussed the project in the Carolinas for encouraging equal opportunity in employment in the textile industry. We are beginning to make some contacts in the Greenville and Anderson, South Carolina, areas.

It would be most useful if you could supply a few names in these areas of reasonably open management people or other community leaders who could be of assistance in giving some orientation to the community, the current status of race relations and/or who might wish to assist an employment project.

I will be out of town the week of May 21, but if you could write me or call my secretary during that week it would be most helpful. Otherwise, perhaps we could talk on May 29th when I will be back in town.

Thanks for anything you can do to assist on this one.

Sincerely,

Emory F. Via, Director
Labor Program

EFV/jd

(dictated but not read)

Legal Defense Fund

NAACP LEGAL DEFENSE AND EDUCATIONAL FUND, INC.
10 Columbus Circle, New York, N.Y. 10019 • JUdson 6-8397

Wesh Hilton

May 24, 1967

Mr. Emory Via
Southern Regional Council
5 Forsyth Street
Atlanta, Georgia

Dear Emory:

Jack Greenberg and I have an appointment with HEW officials in Washington for Thursday afternoon, June 1, from 1:00 - 2:30 P.M. I would be very glad to be in Washington for another meeting with Curt Aller if you can set one up for the morning or late afternoon of June 1 or for June 2.

I hope you received the letter which I sent from Philadelphia concerning Mordecai Johnson. I decided to leave the initiative up to him for a date for interviews in Atlanta. However, since you are out all of this week, perhaps you should try to reach him at the Civil Rights Commission (202-382-1726). We might plan to see him while we are in Washington but I still think he should go to Atlanta before he makes a decision about being a candidate.

Attorney Julius Chambers in Charlotte has recommended a Methodist minister as a possible candidate. I talked with him on the telephone today and got the following basic information:

Rev. Smith Turner, III
1600 Beatties Ford Road
Charlotte, North Carolina 28208
Area Code 704-392-5132 (home)
332-7669 (church)

Minister of Grace AMEZ Church
219 South Brevard Street
Charlotte, North Carolina

Background: Born in South; grew up in Rochester, N.Y.
Education: Livingston College, A.B.; major in sociology, 1956
Colgate-Rochester Divinity School; B.D. 1960 with major in social ethics.

Contributions are deductible for U. S. income tax purposes

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Bradford Young

The "Committee of 100", a voluntary cooperative group of individuals, headed by Bishop Paul Moore, Jr., has sponsored the appeal of the N.A.A.C.P. Legal Defense and Educational Fund, Inc. since 1943 to enable the Fund to put into operation a program designed to make desegregation a reality throughout the United States.

Employment: Has worked at Eastman Kodak in Rochester; Previous parish in Shelby, N.C.

Turner is not ready to give up his church and would want to continue carrying his preaching responsibilities. He would be free for full-time work during the week. He said that he does not know South Carolina well but he has some contacts since Shelby, where he worked prior to coming to Charlotte, is near the state line. Also, it is a textile community. Last year he participated as a Ford Fellow in an urban study project sponsored by Chicago Urban Training Center. Apparently, each fellow is expected to concentrate on a particular area of urban problems and Turner was concerned about employment. Other than that and his general concern, he has had no specific involvement in programing for equal employment opportunity. He said that he had been involved in launching a voter education project in Eastern North Carolina. I called Vernon Jordon who thinks he may have met him at a meeting but is not sure.

I told him that I would contact you and arrange a time when we could meet to talk. If Mordecai cannot get to Atlanta before June 1, perhaps I should plan to be in Atlanta at the earliest date when we could arrange to interview him and Turner and then have a board meeting. This would give us a chance to review all developments and make plans for the interagency meeting which we discussed at the last Southern Interagency Conference. In view of the fact that we made Columbia nervous by meeting there, we might want to have the meeting in Atlanta or Charlotte, postpone it until we have a program underway and/or make it a very small meeting of just those agencies that have something to offer to the success of the project.

Let's be in touch on Monday. I'll either be here or in Philadelphia.

Sincerely,

Jean

Jean Fairfax, Director
Division of Legal Information
and Community Service

JF:rmb

N. A. A. C. P. LEGAL DEFENSE AND EDUCATIONAL FUND, INC.

10 Columbus Circle, New York, N. Y. 10019

JUdson 6-8397

HON. FRANCIS E. RIVERS
President

JACK GREENBERG
Director-Counsel

JAMES M. NABRIT, III
Acting Associate Counsel

May 24, 1967

Rev. Smith Turner, III
1600 Beatties Ford Road
Charlotte, North Carolina 28208

Dear Mr. Turner:

It was good to talk with you yesterday and to learn of your interest in the Textile Industry Project which is being sponsored by a board composed of representatives of the Legal Defense Fund, the Southern Regional Council, the Southern Office of the National Urban League, Penn Community Service, the AFL-CIO Civil Rights Division and the Southern Rural Action Training Project.

I am writing to Emory Via of the Southern Regional Council and am asking him to contact you about a time when you could meet the members of our board who are in Atlanta.

Meanwhile, would you please fill out the enclosed personnel information form and return it to me as soon as possible. In the biographical statement please let us know about any experience which you have had in community organization or in civil rights action programs. We are particularly interested in knowing whether you have been involved in action projects to change patterns of discrimination.

I am enclosing a proposed job description for the director of the Textile Industry Project. It is a draft statement which has not yet been approved by our board, but it will give you some ideas about what we have in mind.

I look forward to meeting you soon.

Sincerely,

Jean Fairfax, Director
Division of Legal Information
and Community Service

JF/gsb
Enclosures

cc: Emory Via
Julius Chambers, Esq.

Contributions are deductible for U. S. Income Tax Purposes

The South Carolina Council on Human Relations
1330 LAUREL STREET
Columbia, South Carolina 29201

May 26, 1967

Textile

Mr. Emory Via
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Emory:

After talking with you last week I put on my thinking cap and when I was reasonably sure that almost no conversation about your meeting at the Holiday Inn had taken place between Mr. James and me, I decided to look into the matter of what his contact may have been with Mr. Coffin. I understand ~~that he~~ phoned Mr. James to inquire when EEOC was to initiate a survey of the textile mills in South Carolina. He told Mr. James that he had learned at Charlotte that such a survey is to be made. Mr. James informed him that he had no knowledge of the meeting at all but that I had attended, he thought. Mr. Coffin then tried to reach me but without success. He told Mr. James that he had a very good friend in Washington in the EEOC office and that he would call him. His objective in doing so he said was so that he might open the doors to whoever might be making the survey!

I thought that you might like this information as it might throw in a little different perspective what you had seemed to learn from our mutual friend, George Butler.

I phoned George Butler to talk with him and ask specifically what Mr. Coffin had quoted Mr. James as having said. From what he told me he merely stated that he had talked with Mr. James but did not quote Mr. James as having given him any information.

Your guess is as good as mine as to how Mr. Coffin knew anything at all about the meeting at the Holiday Inn. From what both you and George Butler said, I would suppose that the representative from the T-Square Program whom you had invited there earlier in the day may have given Mr. Coffin this information. As I told you on the phone he is on the personnel committee for T-Square and no doubt is in fairly frequent contact with that office. The two offices, his and the T-Square, are fairly close together.

I sincerely hope that not too many roadblocks will be put in the way of getting some good affirmative action programs under way in South Carolina.

Sincerely,

Alice Spearman

Mrs. Alice N. Spearman
Executive Director

5-27-67

NAACP LEGAL DEFENSE AND EDUCATIONAL FUND, INC.
10 Columbus Circle, New York, N.Y. 10019

DIVISION OF LEGAL INFORMATION AND SERVICES

Personnel Information

NAME Smith Turner III SOC. SECURITY NUMBER 080-26-3971

ADDRESS 1600 Beatties Ford Road TELEPHONE 392-5132 Home 332-7669 Study

DATE OF BIRTH May 28, 1932 PLACE OF BIRTH Alabama

MARITAL STATUS Married NAME OF SPOUSE Lucille C. Turner

SPOUSES'S EMPLOYMENT, IF ANY Charlotte-Mecklenburg School AGES OF CHILDREN

PERSON TO BE NOTIFIED IN CASE OF EMERGENCY (Give name, relationship, address, phone number) Lucille C. Turner 1600 Beatties Ford Road Charlotte, N. C. 392-5132. Inez Lenord 435 Tremont Street Rochester, New York Phone BE 5-3398

EDUCATION (Give school and college, specialization, degrees and honors received and dates, information about any research, theses, etc.)

Graduated from Livingstone College 1956 B. A. (Sociology Received 2 awards E. J. Pierce Memorial Prize E Moore Adward Graduated from Colgate Rochester Divinity School 1960 Major area of study Social Ethics

EMPLOYMENT EXPERIENCE

Employer	Dates	Type of Work	Reason for Leaving
Memorial A.M.E. Zion Rochester, New York	2 years	Pastor	
Thompson Memorial AME Auburn, N. Y.	1 year	Pastor	
Wardell Chapel A.M.E. Zion Shelby, North Carolina	3 years	Pastor	

EXPERIENCE WITH CIVIL RIGHTS AND/OR COMMUNITY ORGANIZATIONS
Describe the group, position held, date and nature of involvement.

Past President of Cleveland County Chapter of NAACP. During this period most major public eating places were intergrated.

Present member of Executive Board of Charlotte's NAACP Branch

BIOGRAPHICAL STATEMENT:

Please write a biographical statement which will include such information about yourself as: leisure-time interests, travel, experiences that have influenced your vocational plans, etc. State what you believe should be the major goals of the civil rights movement now and how you feel that you can contribute to the implementation of these goals.

ACTIVITIES AT COLLEGE

At College Mr. Turner was President of his sophomore class; member of the Y.M.C.A. Pre-Theological Union, Sapnish Club, Alpha Phi Alpha Fraternity, Dramatics Club, Football Team, Sigma Rho Sigma (Honor Society in Social Science). He was a member of the Student Council, Pan-Hellenic ouncil President, State Student Legislature Representative. At his college graduation Mr. Turner received two awards; The E. J. Pierce Memorial Prize (to the member of the graduation class who has been the most outstanding in study of historical knowledge and who has proven to be the most interested in the study of current events); the E. Moore Award (for intellectual attainments, high character, service to the college, initiative and efficiency and exerting Christian ideals by a young man.)

Last year I was selected as one of the 16 ministers from N. C. to attend the Urban Training Center for Christian Mission, Chicago, Illinois on the faces of my involvement with Civil Rights, namely the NAACP, worker.

As a Ford Foundation Fellow - the writer had an opportunity to study the voting League of Memphis, Tenn., the Southern Consumer Co - operatives of Lafayette, La. Community Organization in Columbus, Ohio, governmental organization in Washington D. C.

The training at Chicago and traveling experiences has deepen my involvement with Civil Rights and the problems of the poor.

We (the 16 ministers) were able to draw up a State wide Voting Plan for the entire state of N. C. and Southern Regional Council funded our organization, Mr. John Edwards is our director. (The writer recently was selected by Mr. Jerome K. Heilhan the Community Relations Service of the U. S. Department of Justice to prepare and submit weekly report evaluating Racial tension in Charlotte this summer.)

I have always work and believed in the goals of the NAACP since my early days in Rochester, N. Y. working as an employer of Eastman Kodak Co.

Your (Signature) Sam Turner II

Date: May 27, 1967

Present Activities:

I am a member of the Executive Board of the Charlotte Branch of the NAACP. Member of the Board of Director of the Henry Lawrence McCrorey Branch YMCA. Member of the Board of Director of the Mecklenburg County Chapter of Red Cross. Vice President of Opportunity Industrialization Center, Inc. Board of Directors. Member of the Board of Directors of Charlotte Bureau of Employment Training and Placement. Chairman of School and Secular Committee of Clergymen's Christian and Civil Action Group. Member of the Board of Directors of N. C. State Wide Voting Registration Council. and Reporter for the Justice Department.

Request Pymt
call + confirm - 3 days

[ca. Apr. 30, 1968]

106 Whitehall Street
Abbeville, South Carolina 29620

Team
22A E. Coffee Street
Greenville, South Carolina

Dear Sir;

On April 24, 1968, I studied materials on To Better Prepare for Plant interviews.

I've talked with the Senior Class of J. D. Wright High School about this program they all were interested and many are helping me to encourage people to better themselves in jobs by going and applying for them at textile plants.

April 24, 1968, I visited the Employment Office to get a mailing List. The Manager didn't have a mailing list service. I also asked for job opening he refused to give me any and said that He would call me after he call his supervisor. He would not give

Nell

me his supervisor name.
This man was not Co-operative at all.

April 25-26, 1968 I visited homes to get a committee organized to help people seek application for jobs and also how to apply for them.

Application have been placed in various plants.

Yours Truly
Lucian Waller

NAACP LEGAL DEFENSE AND EDUCATIONAL FUND, INC.

Date: May 1, 1968

Draw
To The
Order Of: TEAM - Lucion Waller (Mr.) $ 45.00

ACCOUNT: TEAM

LINE ITEM: 104

DETAILS:

3 days at $10 per day	$30.00
Expense allowance	15.00
	$45.00

Week ending April 27, 1968

Waller

Requested by: _____ Approved by: _____

5/1/68

Hale Manufacturing Co.

Paul Gauthier, Interviews

There has been no change in the supervision of the plant since it started in 1962.

There are no Negroes qualified for a job as a supervisor of floor jobs for ladies.

Qualifications: A general knowledge of the job and area in which he works in, and carry himself in such a way to show leadership.

Senority helps promote a person but not entirely and the dependability of the person is a main factor.

The company has need of one Negro mechanic. The person would need a fair education of about an 8th or 9th grade level. But the company will hire with less education. Girls would need a general knowledge of math.

One Negro has been put in charge of a group of Negroes, but this did not work so he was removed.

EMPLOYER DATA SHEET

(use extra sheets as necessary, showing name of company and number of question)

Prepared by Lucions Waller Date 5/6/68

1. NAME OF COMPANY Hale Manufacturing CO. ADDRESS P.O. Box 158 Abbeville S. C.

If firm is branch of regional or national company, give headquarters address _____

Name of top official (president or manager) Louis King Name of personnel director Paul Gauthier

Who did you see Paul Gauthier

PRODUCTS processing synthetic fibers PLANS FOR EXPANSION OR NEW CONSTRUCTION warehouse but no employees needed

2. EMPLOYEES: Total number n/a Male n/a Female n/a

Skilled jobs: Total n/a Negro n/a

Supervisors: Total n/a Negro n/a

White collar: Total n/a Negro n/a

Number Negro employees n/a Male n/a Female 35%

Does company hire men and women for same or different jobs? _____

4. RECRUITMENT: How does company recruit new workers:

Newspaper ads? no (paper) At the gate? no (location & hour)

Thru local schools? no Word of mouth thru present employees? no

State Employment Service? yes Private Employment Agency yes (names and locations)

Get copies of job orders, speeches by recruiters, ads, etc., if available .

5. TRAINING: What kinds of training and skills are needed for work in this company? For jobs done by men? On the job. For jobs done by women? On the job.

Does the company have its own on-the-job training programs? yes

Has the company used any Federal programs, such MDTA, including OJT, for training workers? no

Does company have an arrangement with local public schools, including TEC or Vocational Schools, to train workers? _____ What training does company pay for (get literature) _____

6. OPENINGS: Which jobs are open now for unskilled none semi-skilled none skilled and white collar workers? _____ (show number and titles) _____

7. UNIONS: Name unions with collective bargaining agreements with this company? none

Are unions integrated? n/a Negro Officers (give names and titles) n/a

Is there a separate Negro union? n/a List any apprenticeship training programs sponsored by unions n/a

8. EMPLOYMENT AGENCIES: Have any public or private employment agencies refused to refer Negroes to this company? Give details None to my knowledge.

9. PRESENT RACIAL PRACTICES OF COMPANY:
Describe jobs which Negroes have now All except the supervisor
Are Negroes employed only in certain jobs? no office worker
Department or jobs where there are no Negroes
Any Negro supervisors? no Supervising white workers? (Identify)

Were Negroes refused in last three months who applied for promotions or for different jobs? no Show names, addresses and phone numbers

How are employees informed of job openings? Posting notice? -
Word of mouth yes Other
Are lunchrooms, restrooms and lockers integrated? yes Is EEOC Poster Prominently displayed? yes Describe any form of discrimination practiced by this company

OTHER VISITS:
Have Negro leaders previously visited this company? yes Date of visit no. Describe who visited, information secured, impressions

Have Federal people (EEOC, DOL, OFCC, Others) visited? When
Where from Purpose

(Tech. Assistance, complaint investigation, Compliance review, other)

10. NEGROES WHO HAVE APPLIED FOR WORK SINCE YOUR EMPLOYMENT PROJECT BEGAN.

Name	Date	Job applied for	What happened
LeRoy Polden	5-7-68	Crimper	Were hired

11. IF COMPLAINTS HAVE BEEN FILED, give details:

Who filed complaints?	To which agency?	Date	What happened?

12. FOLLOW-UP Could this company be a major employer of Negroes in this area? What follow-up is needed?

13. OTHER COMMENTS:

Questions not asked, plant interview was before I received this blank.

5-2-68

Flexible Tubing Corp.

Promotion depends on the ability, experience and how long the individual has been with the company.

The plant is in the process of building a warehouse which should be in operation in late summer, but it won't need no more than ten (10) employees.

Joseph Wilson the personnel manager , said Negro ladies could be hired but haven't put in applications for thejobs.

EMPLOYER DATA SHEET

(use extra sheets as necessary, showing name of company and number of question)

Prepared by Lucions Waller Date 5-2-68

1. NAME OF COMPANY Fexible Tubing Corp. ADDRESS Hwy. 271 Abbeville Co

If firm is branch of regional or national company, give headquarters address _____

Name of top official (president or manager) Richard Billings Name of personnel director Joseph Wilson

Who did you see Joseph Wilson

PRODUCTS Flexible Tubing PLANS FOR EXPANSION OR NEW CONSTRUCTION yes

2. EMPLOYEES: Total number 179 Male ____ Female ____

Skilled jobs: Total n/a Negro n/a

Supervisors: Total n/a Negro 1

White collar: Total n/a Negro n/a

Number Negro employees 32% Male n/a Female 1

Does company hire men and women for same or different jobs? some in some departments.

4. RECRUITMENT: How does company recruit new workers:

Newspaper ads? n/a (paper) At the gate? n/a (location & hour)

Thru local schools? n/a Word of mouth thru present employees? n/a

State Employment Service? yes Private Employment Agency yes (names and locations)

Get copies of job orders, speeches by recruiters, ads, etc., if available .

5. TRAINING: What kinds of training and skills are needed for work in this company? For jobs done by men? On the job training. For jobs done by women? On the job training.

Does the company have its own on-the-job training programs? yes

Has the company used any Federal programs, such MDTA, including OJT, for training workers? no

Does company have an arrangement with local public schools, including TEC or Vocational Schools, to train workers? n/a What training does company pay for (get literature) _____

6. OPENINGS: Which jobs are open now for unskilled none semi-skilled none skilled and white collar workers? none (show number and titles) _____

7. UNIONS: Name unions with collective bargaining agreements with this company? na

Are unions integrated? ____ Negro Officers (give names and titles)

Is there a separate Negro union? no List any apprenticeship training programs sponsored by unions _____

8. EMPLOYMENT AGENCIES: Have any public or private employment agencies refused to refer Negroes to this company? Give details no

9. PRESENT RACIAL PRACTICES OF COMPANY:
Describe jobs which Negroes have now
Are Negroes employed only in certain jobs? no
Department or jobs where there are no Negroes
Any Negro supervisors? 1 Supervising white workers? (Identify)

Were Negroes refused in last three months who applied for promotions or for different jobs? no Show names, addresses and phone numbers

How are employees informed of job openings? Posting notice?
Word of mouth Other
Are lunchrooms, restrooms and lockers integrated? yes Is EEOC Poster Prominently displayed? yes Describe any form of discrimination practiced by this company none

OTHER VISITS:
Have Negro leaders previously visited this company? no Date of visit . Describe who visited, information secured, impressions

Have Federal people (EEOC, DOL, OFCC, Others) visited? When
Where from Purpose

(Tech. Assistance, complaint investigation, Compliance review, other)

10. NEGROES WHO HAVE APPLIED FOR WORK SINCE YOUR EMPLOYMENT PROJECT BEGAN.

Name	Date	Job applied for	What happened

11. IF COMPLAINTS HAVE BEEN FILED, give details:

Who filed complaints?	To which agency?	Date	What happened?

12. FOLLOW-UP Could this company be a major employer of Negroes in this area? What follow-up is needed?

13. OTHER COMMENTS:
There is one (1.) Negro supervisor and two (2.) lead men. Lead men are in position to move up to supervisor or training around for foreman.

TEAM
P. O. Box 1015
Greenville, S. C.
REFERRAL REPORT

Note: Complete information should be obtained on the registration sheet and kept on each contact. Keep a copy of this report.

Aide Lucions Waller
Name

Abbeville, County
County

Dates: 4/29/68 5/5/68
From To

Number of days worked 3

1. Name Address & Phone No.	Referred to: (Show Co., Plant, Institution, address, phone, date & official's name.)	Results (Type of training or job, pay, dates, etc.)
Hale Manf. Co.	Louis King P. M.	On the job, no
~~P. O. Box 158~~	Paul Gauthier P. A.	jobs opened. Would
Abbeville S. C.	Pinewood, Abbeville, S. C.	not discuss pay.
459-2107	459-4521	

2. **********

3. **********

Flexible Tubing	Joseph Wilson P. A.	Presently, no job open
Corp. Hwy. 271	105 Pinewood	ings. About the job
Abbeville, S. C.	Abbeville, S. C.	training, pay wasn't
459-2126	459-2596	discussed.

4. **********

Visited homes to inform the people to go out and put in applications for jobs and visit the State Employment Office after I was called to come in.

5. **********

****

Call - 5/7/68

Waller

J. S. Wright High School to students

Abbeville Shirt Co - refused to talk - refused

Greensboro

John Shawn

Mgr.

Dir. Burger

Short P.O.

Box 21488

Counselor

Old Mrs. Moore

---

off Bloomsburg Mills - C. H. Crews

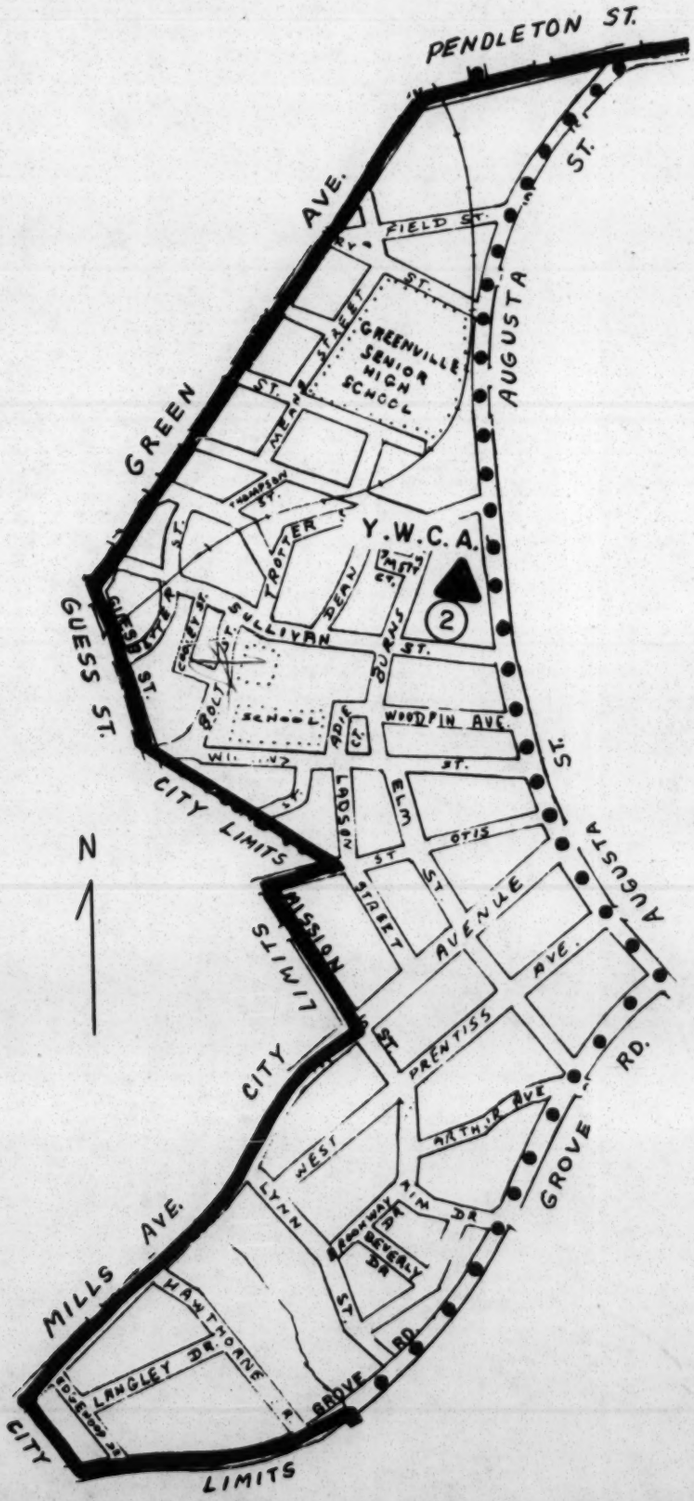
Abbeville Mfg - Mgr. weaving, cutters, blend

> Cloth room - no Negro women

Throwing Dept. - no negro men

Warping Dept. no neg.

Waller folder



CITY OF GREENVILLE

WARD 6, PRECINCT 2

Polling Place:
Y.W.C.A.

Precinct Number

Precinct Boundary

Polling Place Location

Greenville County
Board of Registration
September 1, 1967

May 7, 1968

Mr. J. V. Roberts, Manager
Pacolet Industries, Inc. Magnolia
Finishing Plant, P. O. Box 164
Blacksburg, South Carolina

Sent to Harrison
along w/memo dtd 7 May

MAY 7 1968

Flack

May 7, 1968

Mr. Richard Billings, Personnel Manager
Flexible Tubing Corporation
Abbeville, South Carolina

MAY 7 1968

cc: Mr. Lucion Waller - TEAM Aide folder

May 7, 1968

Mr. R. C. White, Plant Manager
Deering Milliken, Incorporated
Amerotron Division
Honea Path, S. C.

Seen

MAY 7 1968

cc: TEAM Aide - Mr. Lucion Waller folder

May 7, 1968

Mr. H. C. Crews, Plant Manager
Bloomsburg Mills, Inc.
P. O. Box 479
Abbeville, South Carolina

MAY 7 1968

cc: TEAM Aide - Lucion Waller

May 7, 1968

Mr. Lewis King, Plant Manager
Hale Mahufacturing Company
P. O. Box 158
Abbeville, South Carblina

MAY 7 1968

cc: TEAM Aide - Lucion Waller

Waller Folder

May 7, 1968

Mr. J. R. Stone, Superintendent
J. P. Stevens & Company
Abbeville Plant
Abbeville, South Carolina

seen by Waller

cc: TEAM Aide - Mr. Lucion Waller

MAY 1968

May 7, 1968

Mr. Tom Harris, General Manager
Burlington Industries
Calhoun Falls, S. C.

Seen by Waller?

MAY 7 1968

cc: TEAM Aide - Lucion Waller folder

Waller

May 8, 1968

Mr. Perry, Plant Manager
Shirtmaster Company, Incorporated
Sub. of Blue Bell, Incorporated
Barnett Street
Abbeville, South Carolina

Dear Mr. Perry:

As you know TEAM is interested in increasing the number of Negroes employed in the textile industry and the levels at which they work and, for that purpose, we would offer all assistance possible to textile management. (TEAM's initial press release, which you may have seen in the newspapers and which explains more fully about our organization, is enclosed.)

We are in the process of visiting with appropriate management persons to discuss ways and means by which that end may be achieved.

I understand that Mr. Lucion Waller of our staff recently contacted you and attempted to visit with you to discuss specific information on jobs available now or in the near future, pay rates, qualifications required, hours, advancement possibilities and similar information useful to us in advising Negroes about job opportunities at your plant and in assisting your company in obtaining a work force at all levels fully representative, by race of the area.

Mr. Waller advises that you found it impossible to meet with him and that you referred him to Greensboro, N. C. (Mr. John Shawn, Director, Beaver Shirt Company, P. O. Box 21488, Greensboro, N. C.). We have unsuccessfully attempted to reach Mr. Shawn, we have left word for him to return our call and we are also sending him a copy of this letter.

As you know, Title VII of the Civil Rights Act of 1964 and Executive Order 11246 prohibits racial discrimination by companies such as yours. TEAM's interest is in translating equality in law into equality in fact. We are prepared to make

MAY 8 1968

every effort to assist management at the local plant level, where the actual hiring for local jobs is done, and in voluntarily performing their obligations under the law. But we cannot but be concerned - - and express that concern - - when local management is unable or unwilling to meet with us simply to discuss the matter. While that, in itself, does not demonstrate non-compliance with the law, it is certainly suggestive and we look forward to learning that our initial impression of your company is in error.

Sincerely yours,

Mordecai C. Johnson

1 incl: Press release

MCJ/vt

cc: Mr. Waller
Mr. Shawn

Abbeville 5/8/68

Mr. Shoun - phone

P/H Abbeville He's corp D/pers
N.C.
Ala Obj approach

Apparel is diff
P/H has 200 E/yees

5 turnovers last mo
est whse hired jobs - added 30
last 6 mo - M + F.

Turnover in Fem oper
Makes knit shirt - demand high

Had least difficulty in getting people
uses SES for appl mainly
virtually all.
walkins req'd to SES
then co interview + give apparel test

Race - Doesn't Know -

Trng - is for job for wh hired
- Oper sewing machine
$500 + to train so tries get or keep
- has trng prog for new e/yees
- probably learner permit, but not sure re Abbeville -

Jones but doesn't insist on exp

Stable level of e/mt

Pay - oper 100% prod $1.90 - 2.00
But its piece rate - can be higher or lower.

Turnover - 7
5
3 Nov
3 oct
5

think Walter talk w/ SES

Apparel is low prof ind - so uses fro Services
via SES - Applic, init check etc - + Screen.

SES sends N

Apparel is excluded from MDTA - wish could pursue w/ Gov't - But does incl Mechanics - 1 pe 100 oper

visits Abbeville (+ Grol) regularly

Wants Waller see SES

May 8, 1968

Mr. Raymond Morrone, General Manager
Abbeville Manufacturing Company
Abbeville, South Carolina

Dear Mr. Morrone:

I understand that Mr. Lucion Waller of our staff visited your company recently to discuss employment for Negroes. As you may recall you and I had agreed, pursuant to my previous letter to you, to meet for this purpose some weeks ago and were unable to do so because you were called out of town. Mr. Waller has indicated that he believes the meeting was a fruitful one.

As Mr. Waller indicated to you, TEAM's interest is in raising the number and levels of Negroes employed in your company and in the industry. For that purpose, we are willing to provide whatever assistance we can, including recruitment and referrals. You should, therefore, feel free to advise Mr. Waller of job openings in all categories with your company.

Sincerely yours,

Mordecai C. Johnson

MCJ/vt

cc: Mr. Waller folder

MAY 8 1968

5-8-68

106 Whitehall Street
Abbeville, South Carolina
May 1968

Team P.O. Box 1015
22A East Coffee St.
Greenville, S. C.

Information from plant manager and personal manager.

The plant has seven department but woundn't give name of them. He also said there were Negro in each department.

The plant promote by qualication experience with a company, a knowledge of all the jobs in which department he worked.

They will hire experience operator, and put them on a job which they have had experience in.

Information from Employee:

In the cloth room there are no negro women, throwing department there are no negro women also, and the Wrapping department still there are no negro women. On the second shirt there are only four negro Employee..

When negroes get a fair job such as weaving, there Forman ride there back, give them a hard time and give them more work to do.

In one case they took six sets of Loom from the Supervisor wife and gave it to a Negro women which gave her more than usual. The usual amount were 78 Looms then the number were increased for all employee. Then the forman took six set's of Loom more than the other employee. She went to the office about it and after it the forman were always complainting about her work and production an later they had so much work to do that they decided to quit working, they increased the Loom from 78 toll4 Looms.

Yours truly

Lucion Waller

Lucion Waller

EMPLOYER DATA SHEET

(use extra sheets as necessary, showing name of company and number of question)

Prepared by Lucions Waller Date 5/8/68

1. NAME OF COMPANY Ableville Manf. Co. ADDRESS

If firm is branch of regional or national company, give headquarters address Branch

Name of top official (president or manager) L. C. Piccorillo Name of personnel director L. C. Piccorillo

Who did you see L. C. Piccorillo

PRODUCTS Blouses and dresses PLANS FOR EXPANSION OR NEW CONSTRUCTION yes

2. EMPLOYEES: Total number 165 Male n/a Female n/a

Skilled jobs: Total n/a Negro n/a

Supervisors: Total n/a Negro n/a

White collar: Total n/a Negro n/a

Number Negro employees 35 Male n/a Female n/a

Does company hire men and women for same or different jobs?

4. RECRUITMENT: How does company recruit new workers:

Newspaper ads? No (paper) At the gate? No (location & hour)

Thru local schools? No Word of mouth thru present employees? yes

State Employment Service? yes Private Employment Agency yes (names and locations)

Get copies of job orders, speeches by recruiters, ads, etc., if available .

5. TRAINING: What kinds of training and skills are needed for work in this company? For jobs done by men? For jobs done by women?

On the job traing. On the job or sewing

Does the company have its own on-the-job training programs? yes

Has the company used any Federal programs, such MDTA, including OJT, for training workers? no

Does company have an arrangement with local public schools, including TEC or Vocational Schools, to train workers? no What training does company pay for (get literature) none

6. OPENINGS: Which jobs are open now for unskilled none semi-skilled skilled and white collar workers? sleave (show number and titles) blind stitch operator and collar setter.

7. UNIONS: Name unions with collective bargaining agreements with this company? No

Are unions integrated? Negro Officers (give names and titles)

Is there a separate Negro union? List any apprenticeship training programs sponsored by unions

8. EMPLOYMENT AGENCIES: Have any public or private employment agencies refused to refer Negroes to this company? Give details No

9. PRESENT RACIAL PRACTICES OF COMPANY:
Describe jobs which Negroes have now none
Are Negroes employed only in certain jobs? no
Department or jobs where there are no Negroes none
Any Negro supervisors? 1 Supervising white workers? (Identify)

Were Negroes refused in last three months who applied for promotions or for different jobs? no Show names, addresses and phone numbers

How are employees informed of job openings? Posting notice? yes
Word of mouth yes Other yes
Are lunchrooms, restrooms and lockers integrated? yes Is EEOC Poster Prominently displayed? Yes Describe any form of discrimination practiced by this company none

OTHER VISITS:
Have Negro leaders previously visited this company? _____ Date of visit _____. Describe who visited, information secured, impressions

Have Federal people (EEOC, DOL, OFCC, Others) visited? ___ When ___
Where from _____ Purpose _____

(Tech. Assistance, complaint investigation, Compliance review, other)

10. NEGROES WHO HAVE APPLIED FOR WORK SINCE YOUR EMPLOYMENT PROJECT BEGAN.

Name	Date	Job applied for	What happened

11. IF COMPLAINTS HAVE BEEN FILED, give details:

Who filed complaints?	To which agency?	Date	What happened?

12. FOLLOW-UP Could this company be a major employer of Negroes in this area? What follow-up is needed?

13. OTHER COMMENTS:

TEAM
P. O. Box 1015
Greenville, S. C.
REFERRAL REPORT

Note: Complete information should be obtained on the registration sheet and kept on each contact. Keep a copy of this report.

Aide Lucions Waller
Name
Abbeville S.C.
County
Dates: 5-6-68 From 5-12-68 To
Number of days worked 3

1. Name Address & Phone No.	Referred to: (Show Co., Plant, Institution, address, phone, date & official's name.)	Results (Type of training or job, pay, dates, etc.)
Bloomburgs mills corp Hwy 221 Abbeville S.C. 459-2137	C. H. Crews p.m. Sunset Drive Abbeville S.C. 459-4868	on the Job training skill unskill semiskill wouldn't discuss pay
2. Abbeville Manf. Co. Haigler St. Ext. Abbeville S.C. 459-2677	L.C. piccorillo p.m.	on the Job training unskill semi skill sewing, pressing, and folding
3. Shirt master Co. Inc. Sub-of blue bell, Inc. Barnett St. Abbeville S.C. 459-2527	Mr. perry p.m.	Mr. Perry Refuse to see me to give information Gave me this Address to write to get Any Information needed on back

4. Had meeting with negro and white Citizens to better the Relationship between White and negro in Abbeville S.C. In the meeting it were Brought out that better Job would be a big

5. Improvement. We are trying to Get a Job Corp set up for Textile an other Job in an Around Abbeville, S.C.

John Shoun

Beaver Shirt Co.
P.O. Box 21488
Greensboro N.C.

NAACP LEGAL DEFENCE AND EDUCATIONAL FUND INC.

Date May 15, 1968

DRAW TO THE ORDER OF _____ $ 45.00

ACCOUNT:

LINE ITEM:

DETAILS:

3 days @ $10 per day	$ 30.00
Expense allowance @ $5 per day	15.00
	$ 45.00

Week ending May 4, 1968

Requested by _____ Approved by _____

May 16, 1968

Mr. Lucions Waller
106 Whitehall Street
Abbeville, South Carolina

Dear Lucions:

Can you find a Negro mechanic for Hale manufacturing Company? As you know, the pay is usually good.

Since both Hale and Flexible Tubing use the State Employment Services maybe you ought to talk with the State Employment Service and see if that's a pattern. Also, develop a cooperation arrangement with them and an information network on them.

You do not need to list companies visited on the Referral Report. Rather, it should list the people referred to jobs or training and what happened.

Sincerely yours,

Mordecai C. Johnson

MCJ/vt

TEXTILES: EMPLOYMENT AND ADVANCEMENT FOR MINORITIES

COURTNEY SICELOFF
CHAIRMAN OF THE BOARD

MISS JEAN FAIRFAX, CHAIRMAN
FIELD COORDINATION COMMITTEE

TEAM
AN INTERAGENCY PROJECT TO PROMOTE EQUAL EMPLOYMENT IN THE TEXTILE INDUSTRY

MORDECAI C. JOHNSON
PROJECT DIRECTOR

P. O. Box 1015
22-A East Coffee Street
Greenville, South Carolina 29602
(803) 239-9877

May 23, 1968

Rev. E. L. Cain
151 Singleton Avenue
Greenwood, S. C.

Dear Rev. Cain:

I was gratified to learn from you and Rev. Norman a few days ago that you now plan to start some movement in Greenwood County and that I would be receiving your report shortly. While I have not received the report as yet, I look forward to receiving it in a day or so. As I indicated to you in connection with the Frogmore workshop and thereafter, it is only on the basis of reports that we will provide compensation.

I also suggested that in pulling together an action committee for fair employment, you should seriously consider asking Don Robinson to serve as chairman or at least to be significantly involved. In addition, I am enclosing the names and addresses of the women with whom I met some months ago, at Don's invitation, after they and about 200 others were laid off from Nantex Riviera in December of last year. I would imagine that at least a sizeable group of them would be willing to serve on your committee and that in addition a sizeable group of them are still unemployed, underemployed or want better jobs. These women could put you in touch with others in the same shape job-wise as they are.

Subsequent to my meeting with these ladies, I sent each of them a notice that Monsanto was hiring and asked them to apply and inform me of the results. With one or two exceptions, I have not heard from them. I hope you will follow through.

Enclosed is a full page advertisement from the Greenwood Index Journal, 5/17/68, page 14, which indicates that there are still jobs there. Note that the pictures are all-white. Note also that this is a Government Contractor as is indicated by the phrase "An Equal Opportunity Employer." Note also, per my interview sheet with them that they are probably hiring about 50 people per month, the hours are staggered and the pay is pretty good. They use the Wonderlic test or its equivalent. Lucion Waller, our Aide in Abbeville can give you some other details.

Sent 5/23 Waller

Enclosed also is a clipping from the Index Journal for 5/18/68, Page 9, indicating that John B. Harris, Jr. of Greenwood Mills is now President of the South Carolina Textile Manufacturers Association and providing some information about Harris - - Director and Executive Vice President of Greenwood Mills, Director of its New York Selling House, Director of State Bank and Trust of Greenwood and Director of Georgia and Florida Railway Company of Augusta Star Theatres, Star Enterprise and Star Amusement, all of Greenville, Past President of the (white) Greenwood YMCA and (white) Chamber of Commerce and Past Stewards Chairman of Main Street Methodist Church (white). He is active in golfing circles (white) - - Augusta National Golf Club, Greenwood Country Club, Green Valley Country Club in Greenville and the Sea Pines Club at Hilton Head Island. Note also that his boss, John C. Self is a Director of the State Association. See also my interview with Greenwood Mills.

What all this means to me is that the opportunities are present for some real movement with respect to at least to Monsanto and Greenwood Mills. And we should be capitalizing on it. Both of these companies are big and quite vulnerable to pressure if that's what's needed. The possibilities are unlimited. As you know, TEAM will back you whatever you decide to do if it's action and result oriented.

Enclosed is a communication which I received from Mrs. Geneva Speach, Apt. #1, Crawford St., Greenwood, S. C., indicating that the State Employment Service has disqualified her for benefits from 4/22 - 5/27/68 plus an additional $130.00 penalty on the ground that she refused offered employment. I hope you will follow through on this by talking with Mrs. Speach, the local office of the Employment Security Commission, Attorney John Lake, Eastwill Sportswear and anyone else necessary in order to assist Mrs. Speach in every way possible. You should, of course, return her materials to her.

I am sending a copy of this letter to Don Robinson as a door-opener, to Lucion Waller for such assistance and information as he can provide, especially regarding Monsanto, and to Mrs. Speach as notice that you will contact her.

It goes without saying that TEAM will provide you any assistance that we can, including letters to those you name and such other action you consider necessary.

Sincerely yours,

Mordecai C. Johnson

6 incls: (Speach) 1. Ident card, ltr 5/2/68 SCES - 3. Attach to ltr. SCES
4. Ltr to MCJ (undated)
(Johnson) 5. List - G'wood meeting - - 6. Clipping dtd. 5/17/68

cc: Mr. Waller - Mr. Robinson - Mrs. Speach - Rev. Norman

MCJ/vt

NAACP LEGAL DEFENCE AND EDUCATIONAL FUND INC.

Date June 13, 1968

DRAW TO THE ORDER OF Mr. Lucion Waller $ 45.00

ACCOUNT:

LINE ITEM:

DETAILS:

3 days @ $10 per day	$ 30.00
Expense allowance - 3 days @$5 per day	15.00
	$ 45.00

Week ending Sat. June 8, 1968

Requested by _____ Approved by _____

TEAM
P. O. Box 1015
Greenville, S. C.
REFERRAL REPORT

Note: Complete information should be obtained on the registration sheet and kept on each contact. Keep a copy of this report.

Aide Lucions Waller
Name
Abbeville S.C.
County
Dates: 6-10-68 6-16-68
From To
Number of days worked 3

1. Name Address & Phone No.	Referred to: (Show Co., Plant, Institution, address, phone, date & official's name.)	Results (Type of training or job, pay, dates, etc.)
Franklin Brown	Deering Milliken Inc.	
Charles Goodwin	"	
Thomas Tisdale	Deering Milliken Inc.	
Raymond Wright	Deering Milliken Inc.	
2. **********		
Bobbie Willis	Deering Milliken Inc.	
Minnie Sean Moore	Deering Milliken Inc.	
Willie Bell Wright	Deering Milliken Inc.	
Earl Wright	Deering Milliken Inc.	
3. **********		
Robert Lewis Wright	"	
Curtis Dixion	"	
Cleo Cobb	"	
4. **********		
People that I have talk wite and who has applied for Jobs; mostly High School Graduate.		
Some I have carried looking for a Jobs		
5. **********		
I.V. White	Reelco of Abbeville Inc. Forman Job: P.O Box 276 Abbeville S.C.	

****

To Waller's file

#455 M

Flexible Tubing has Gosit K (~~Mil~~ Navy) for pneumatic air duct Hose to use in jets to be comp(this yr.

Richard F. Billings Abbeville Div mgr said work to be done ~~Thru~~ Abbv)

Eugene G. Swanty, Automation Gp VP announced (HQtrs, Guilford Conn another plant Anaheim, Calif).

And Indep 6/19/68 p. 19
per Floels
sent Waller 7/1/68

TEAM
P. O. Box 1015
Greenville, S. C.
REFERRAL REPORT

Note: Complete information should be obtained on the registration sheet and kept on each contact. Keep a copy of this report.

Aide Lucions Waller
Name
Abbeville S.C.
County
Dates: 6-17-68 6-23-68
From To
Number of days worked 3

1. Name Address & Phone No.	Referred to: (Show Co., Plant, Institution, address, phone, date & official's name.)	Results (Type of training or job, pay, dates, etc.)
Fannie M Collier	Deering milliken	
James Earley Skaggy	Deering milliken	
Curtis Harrison	"	
Francis Harris	"	
2. **********		
George Brown	"	
Ella R Edward	Deering milliken	
Elendor Jannita Walton	Abbeville manf.	
3. **********		
people that I has Talk with and who has applied for Jobs; mostly high school graduates		
4. **********		
Some I have carrie Looking for Jobs because I want to have as many employed there as he will hire.		
5. **********		

****

6/26/68

L. Waller - 459-2353

Has complaints
one unsigned - Bloomburg Mo.
Many others - won't sign

Send Comm'r chg Memo
Grother
copy
his unmadotte
+
Dan Riner in V.A.
- one w/ same time ago

Memo about schools Guidelines Memo

Sending list of people Empl'yd

Abbeville M. hiring - all low
one w/ opp move up - declined.

J. P. Stevens - wouldn't talk
left appt'mt -

$1400 damages

Had accident - no trsp
must stay Abbeville ~~the~~ next wk

Will comp'l re Montsanto - no date
selection of Supv - no offers to N
- one white moved to gp 8 - couldn't do
put back to 6. then few wks.
put in Foreman class

intern of committee - busted it up
But can't prove. Mbrs afraid to talk
or come to meetings.

KKK rally - other Nite.

Boycott on main Dixie ?

Police - Employmt - NAACP - 2 pt time
N arrests only - go certain places, their choice

Rescue Unit

Swimming pool

when N girl killed, wouldn't touch - no emerg care - denied - wouldn't meet re - Mgr killed ~~[illegible]~~ wk ago

also

H R Comm
Doing nothing
Mayor's boys
Hand picked
All for one church

Matt Perry to sue chg 25¢ season per family or 20¢ for one person - 1st time this yr, since desegr reg.d. Q of raising prices to keep N out. Free tickets to Mayor, Councilmen & Rec Bd & fam

---

Group people met Monsanto. results unknown

June 27, 1968

Mr. Lucions Waller
106 Whitehall Street
Abbeville, S. C.

Dear Lucion:

Here are the directions for getting to the Deering Milliken (Amerotron) plant from Abbeville: Make your way to the Ware Shoals Highway - take that highwayto Honea Path and just before you enter the city limits look for the above plant. Since it is the only plant there(said by information giver) it should be quite easy to locate. It is on or visible from the highway on which you will be travelling.

Sincerely yours,

Mordecai C. Johnson

1 incl:
Info. on schools

MCJ/vt

6/27

Lucion Waller file

NAACP LEGAL DEFENCE AND EDUCATIONAL FUND INC.

Date ~~June 29, 1968~~

DRAW TO THE ORDER OF ~~Mr Lucien Waller~~ $ ~~00.00~~

ACCOUNT:

LINE ITEM:

DETAILS:

Three days @ $10 per day	$ 30.00
Expense allowance - 3 days @$5 per day	15.00
	$ 45.00

Week ending Saturday June 18, 1968

Three days @ $10 per day	30.00
Expense allowance - 3 days @ $5 per day	15.00
	$ 45.00

Week ending Saturday June ~~26~~ 22, 1968

Requested by _____ Approved by _____

June '68

Lucion Waller
106 Whitehall St.
Abbeville, S.C. 29620

Team
P.O. Box 1015
22-A East Coffee St.
Greenville, S.C. 29602

Dear Sir:

Since I had the conversation with you over the phone, I now have more infomation in detail.

There has been some progress in this area in the Textile Industries in Abbeville.

I, Lucion Waller and Leila Cole have started school under the Tuition Refund program at Professional Business School in Greenwood and others have applied for Tuition Refund under the Tuition Refund program provided by Monsanto Company. I have urged other people to utilize this program in other companies.

Deering Milliken has hired quite a few people, Mostly men but has not made any progress for the Negro employees that have been there for years.

They have offered a Negro a higher job but the Negro felt that he wasn't capable of handling the job and refused it.

He is the only Negro supervisor at the plant. I am gathering a complaint on this mill for discriminating for reason of hiring on basic not hiring because the person color and qualification ~~the~~ has I. B. M., key punch, programming, computer operator and three years typing.
I am getting the necessary information for the complaint.

I visited the Blossburg mills, the manager told me that they had Negroes in all department in the mill then I informed him that I had already had information that there were no Negroes at all in the Walping department no Negro women in the sewing department. Then he told me that there wasn't any Negro qualified for the jobs nor supervisor jobs. There are not any Negro supervisors in this plant.

Employees are promoted by qualification and the supervisor's opinion and the way the person carries himself; not seniority.

At this plant, persons have quit work there because of unfair jobs which they give to the employees mostly Negroes.

In some cases people are doing loom fixing which pay 2.50 to 2.60 an hour but are getting weaver jobs and getting walping pay at 2.26 an hour in other jobs employees are getting less pay than the operator's pay is. Con'r Chgs

In one case a lady was running looms and the supervisor took some looms from another supervisor's wife and gave them to the negro lady. She complained about it and they told her she had to run them, Then they increased all the jobs, but the lady quit the job.

Rev. Kay has work worked at the plant since October of 1963 has worked at the plant since it started. And he helped to train a white man while he has been working there, but about 3 or 4 years and now he is a supervisor over Rev. Kay who wasn't offered the job. He was also accused of looking at white ladies by James Ayres and Manley Herton both supervisors at the plant and were told to keep his eyes to the front of him and don't look at the ladies when he goes down the alley. Comp/

Leilco Inc. has made one negro supervisor recently.

Hales has employed a Negro but at the present I do not have the name of the employee and haven't had a chance to talk with them since they were hired.

Flexible Tubing is expanding and also Bloomsbury.

A new hosiery plant is trying to find a location here if they can get enough employment.

They are taking applications at the State Employment Comp't
services, but the lady wouldn't give me any information
on it.

I am trying to encourage Negroes to apply for
jobs so it will move into the county.

There has been a number of cases at Bloomsburg Comm'r
Mill of discrimination but the people will not file a Chg
complaint but they are satisfied and complained about
the mill but are afraid to file a complaint.

I am hoping that action will be taken against
this plant as soon as possible. I will try and gather
more information on this plant in the future.

Yours Truly,
Lucious Waller

July 17, 1968

Mr. Lucion Walker
106 Whitehall St.
Abbeville, S. C.

Dear Lucion:

An article in the Dillon Herald of 7/9/68 states:

Bloomsburg Mills, Inc., Abbeville is expanding its operation by 50,000 sq. ft. The addition will require the employment of 60-75 more workers and will mean an additional payroll of some $325,00 annually. The schedule calls for completion of the building , installation of machinery and beginning of production by early fall.

Sincerely yours,

Mordecai C. Johnson

MCJ/vt

folder
7/16

August 5, 1968

Mr. Lucion Waller
106 Whitehall Street
Abbeville, South Carolina

Dear Lucion:

The enclosed article is from the Greenwood Index Journal, 7/31/68 p. 14 reporting on a strike by some 85 of about 180 employees of Abbeville Manufacturing Company protesting unionization by the ILGWU of the laundry and pressing departments on the basis of the 18 pro-union votes in those departments. The article indicates that the company is behind the strikers (it made a gesture of laying-off 5 of them for 10 days). Is TEAM in the middle of this? If not, why not? What's the racial composition of this company? How about its laundry and pressing departments? How about the strikers? The paper names James C. Ashley (spokesman), Winford Ashley, James Uldrich, Charles Henderson and Pa Evans as the laid-off employees. Any of these Negro? If so, what kind, etc, ?

Hope your accident matter has been straightened out and that we'll have a report from you soon.

Sincerely yours,

Mordecai C. Johnson

MCJ/vt

Fold 8/5/68

Request Report - week ending 8/24/68

request sent 9/9/68

TEAM
P. O. Box 1015
Greenville, S. C.
REFERRAL REPORT

Note: Complete information should be obtained on the registration sheet and kept on each contact. Keep a copy of this report.

Aide Lucion Waller
Name

Abbeville
County

Dates: 19, Aug. 68 (From) Aug 23-68 (To)

Number of days worked 3

1. Name Address & Phone No.	Referred to: (Show Co., Plant, Institution, address, phone, date & official's name.)	Results (Type of training or job, pay, dates, etc.)
Mrs Mary M Martin	Abbeville Manf. Co	Put in Application
402 Richey St	Haigler St. Ext	For Job, In Case
Abbeville S.C.	Abbeville S.C.	Strike Walk Out
9-5188		
2. **********		
Lucrina Harris	Deering Milliken Inc	Machine Operator
401 Richey St	Abbeville S.C.	on the job.
Abbeville S.C		training
3. **********		
Wallace Floyd	Deering Milliken INC	preparation
106 Bowie St	Abbeville S.C.	on The Job Training
Abbeville S.C.		1.61 per hour.
4. **********		
Miss Geneva Allen	Deering Milliken Inc	Put in application
Route 3 box 356	Abbeville S.C	at both plants
Abbeville S.C.	Abbeville Manf.	and haven't been
	Abbeville S.C.	hired yet
5. **********		
Miss Viola Moore	Abbeville Manf. Co.	Application at
Route Box 360	Abbeville S.C	Abbeville Manf.
Abbeville		Company

****

File - Waller

Lucious Waller
106 Whitehall St
Abbeville SC.
August 68

TEAM
P.O Box 1015
22-A East Coffee St
Greenvill SC.

Dear Mr Johnson
Just To Let you know That I Am on The Job again, and at full blast.

I have About 3 more referral Report To send, but I don't have any blank Referral Sheets.

send

I am beginning To get a good Sorce of Information From Within some plants from The yonger Employee but The older are Still afraid and Can't See filling Complaints.

I Think my Team are Really with me This Time So I hope to furnish you with a lots of information in The future.

Sincerely Yours
Lucius

NAACP LEGAL DEFENSE & EDUCATIONAL FUND, INC.

Date: September 9, 1968

Draw To The
Order Of Mr. Lucion Waller $ 45.00

ACCOUNT:

LINE ITEM:

DETAILS:

Three days @ $10 per day	$ 30.00
Expense allowance three days @ $5 per day	15.00
	$45.00

Week ending August 24, 1968

Requested by: _____ Approved by: _____

10/68

County	# referrals	Company	Known placements	Pay ranges	Average pay	Sex M	F
6/16 Abbeville	𝍸 𝍸 I	Deering M	—	—	—	𝍸 IIII	II
6/17-23	I	Reelco	—	—	Foreman	I	—
	𝍸 I	D-M	—	—	—	III	III
	I	Abbeville Mfg Co	—	—	—		I
8/19-23/68	III	Abbvl mfg	—	—		—	III
	III	Deering mil	I	1.61 (one of those)	—	I	II
	~~24~~	~~3 (D-M (Abbvl mills))~~	~~II~~	1.61	—		
5/27-6/2			𝍸 𝍸	—	—	𝍸 IIII	I
Tot	~~24~~	~~3~~	~~11~~			~~23~~	~~12~~
5/7	I	Hale Mfg	I	—	—	I	
5/28	"a number"	Abbeville Mills	𝍸 𝍸 𝍸	—	—	—	—

June 5, 1967

Rev. Smith Turner III
1600 Beatties Ford Road
Charlotte, North Carolina 28208

Dear Rev. Turner:

I was pleased to have an opportunity to talk with you by phone the other day. I look forward to seeing you in Atlanta on Friday, June 9.

On Friday, you will get to meet with Clarence Coleman, Director of the regional office of the Urban League, and other members of the Southern Regional Council staff as well as having a visit with me.

I trust you will be able to arrange your schedule so that you will arrive in Atlanta in the morning. It is very important to Mr. Coleman's schedule that he see you before noon. Simply come to our offices when you arrive in town.

Sincerely,

Emory F. Via, Director
Labor Program

Riegel TEXTILE CORPORATION
CONSUMER PRODUCTS DIVISION
JOHNSTON, SOUTH CAROLINA 29832

June 13, 1967

TO: Plant Manager
Garland Knitting Mills
Burton, South Carolina

FROM: B. M. Kimmell
Chairman, Technical Committee
S. C. Needle Trade Association

RE: Sewing Machine Mechanics Course
- Sumter Area TEC

Mr. George Morris, of the S.C.N.T.A. Board of Directors, and I met June 9, 1967 with Mr. Cecil Walters, of the Sumter Area Technical Education Center. The purpose of this meeting was to discuss the urgency of the need to recruit sufficient students to justify continuing the operation of a sewing machine mechanics program this year.

This program was initially started in the interest of our industry. However, TEC has had considerable difficulty recruiting students and have asked the help of our organization to identify certain individuals who have mechanical capability and good general attitude. To date only three students have registered for the course to begin in September. At least ten must be accepted before the course can be justified.

At the present-time the curriculum being used is a one-year, full-time diploma program. There is an alternative to this; that is, providing a six months, full-time intensified program covering two quarters dealing altogether with the sewing machine mechanic's practices, leaving out the related study areas, graduating the individual with basic mechanic skills at the end of six months in a certificate program.

Sumter TEC has a full-time instructor now on their staff who is farmed out presently doing part-time upgrading instruction. They need to let him know definitely by the end of June as to whether or not sufficient students will be available to continue the program or else release him for other job opportunities.

It is not mandatory that this course be held in Sumter. Arrangements can be made for instructions at Richland TEC if enough interest is generated.

The cost for a full-time student is $16.00 a month lab fee plus text books, or approximately $25.00 per month total.

If the student plans to reside in Sumter, private rooms are available for $40.00 per month ($20.00 if shared with another student). Food costs approximately $35.00 per month. The average cost per month will be approximately $100.00.

Scholarship funds are available in grants and loans.

Mr. Walters would appreciate any help that you might give in recommending or referring student prospects to them for recruiting in this program.

We feel it would be in the best interest of our industry if we can keep this program alive. Please forward your recommendations to:

Mr. Cecil Walters
Director
Sumter Area Technical Education Center
506 Guignard Drive
Sumter, South Carolina 29150

BMK/jc

BMKimmell

Learning The Machine

Student intently studies problem in maintenance and repair of sewing machine. Course in sewing machine mechanics is being added to curriculum at Sumter Area TEC, located on Guignard Drive and Miller Road.

TEC Offering New Course In Sewing Machine Trade

Sumter TEC is offering this fall a course in Sewing Machine Mechanics.

This training is designed to give profitable skills to the unskilled and to increase the knowledge and productivity of those already in the trades. Students enrolled in this course are introduced to the machines and processes involved in the needle trades industry.

In the area of Sumter, Clarendon, Lee and Kershaw Counties, there is a large complex of garment industries, creating a need for trained mechanics.

Training is given in maintenance and repair of all sewing machines and related equipment. In the training program students will become familiar with the lock stitch and chain stitch, and will learn to repair and adjust such equipment; also there will be special seaming, non-seaming, button holders, button sewers, and tacker machines as part of the wide variety of equipment currently used, plus training in inspection, lubrication, adjustment and repair of these particular machines.

The training received at TEC would also enable the graduate to establish his own repair business in his community if he so desires.

The sewing machine mechanic has four quarters of instruction. During this time, not only will the student study the machines previously mentioned, but he will have many related subjects: speed reading, mathematics, electronics, blueprint reading, economics, and human relations.

The next 12-week term starts in September, with a cost of $16 lab fee plus text books a month for full time student.

Many scholarship funds are available in grants and loans, so not having sufficient money to come to TEC is no barrier to becoming a student. Since TEC is a post-high school institution, a high school diploma or its equivalent is required to enter. The enroller is also given a bettery of tests to determine that the curriculum applied for is the one that best suits him.

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
TEXTILE FIELD FOLLOW-UP PROGRAM
First Month's Visits in South Carolina

ASSESSMENT MEETING
June 15, 1967 - 10:00 A.M.
Atlanta Regional Office

Greenville recently had tough ct. order on schools just handed down

AGENDA

10:00 - 10:30 A.M.	-	Remarks George O. Butler, Deputy Director, Office of Technical Assistance - Co-ordinator of Follow-up Programs
10:30 - 10:45	-	Overview of Atlanta Regional Office Field Experience Status of North Carolina Good Neighbor Council Program Donald L. Hollowell, Regional Director, Atlanta [In Chicago - Mother in accident]
10:45 - 11:00	-	Plans for the Office of Federal Contract Compliance Program for the "big ten" companies Robert Hobson, Senior Compliance Officer, OFCC
11:00 - 12:30	-	Report of Atlanta Regional Office's First Month's Visits in South Carolina Donald Hollowell and Technical Assistance Staff
12:30 - 1:30	-	Lunch
1:45 - 2:00	-	Ad Hoc Committee Comments on Community Contacts & Private Group Support
2:00 - 3:00	-	Discussion of field problems, revisions of techniques, schedules, plans and program estimates.

***

OPTIONAL FORM NO. 10
MAY 1962 EDITION
GSA GEN. REG. NO. 27
5010-107

T/A

UNITED STATES GOVERNMENT

Memorandum

TO : Donald Hollowell, Director
Atlanta Regional Office
Edward Sylvester, Director
Office of Federal Contract Compliance

DATE: June 8, 1967

FROM : George O. Butler, Deputy Director
Office of Technical Assistance

SUBJECT: Assessment of first month's plant visits by Atlanta Regional Office in the South Carolina textile follow-up program

This is to confirm the subject meeting date to discuss the experiences and indicated changes in techniques for implementing the textile follow-up program.

The meeting is scheduled for Thursday, June 15, 1967, at 10:00 A.M. in the EEOC Atlanta Regional Office, 1776 Peachtree Street, N. W. ,Room 417.

Persons indicating their attendance are as follows:

OFCC	- Messrs. Robert Hobson and David Franklyn
EEOC-OTA	- Mr. George O. Butler and Mrs. Susie T. Foshee
ATRO	- Mr. Donald Hollowell and Field Technical Assistance Officers

Morrison
Kraus
Hennigan
DeGiale
Charlie Bell

Miss Jean Fairfax (Legal Defense Fund) and Mr. Emory Via (Southern Regional Council) and probably one or two others of the Ad Hoc Committee will also attend.

A copy of the agenda is attached.

cc: Samuel Jackson with agenda
Jean Fairfax " "
Bill Kendrick " "

Buy U.S. Savings Bonds Regularly on the Payroll Savings Plan

June 19, 1967

Mr. Mordecai Johnson
U. S. Commission on Civil Rights
801 - Nineteenth Street, N. W.
Washington, D. C.

Dear Mordecai:

It was a pleasure getting to know you during your recent visit to Atlanta. I have now had an opportunity to talk with the several people involved in the textile project, including those with whom you had interviews.

This letter comes as a supplement to our discussions and as an offer of the position of director of the project sponsored by our several agencies. We are prepared to offer a salary of $14,000.00 for the one year project. We would like for you to start to work at your earliest convenience, subject to conversations with us. You would, of course, be expected to assume residence in a mutually agreeable South Carolina city. Would you please let me know within one week if you will be available for this position? Please pardon the rush, but I am sure that you understand why time is such a pressing matter at this point.

I wish you could have attended our most recent meeting which brought together both the private and public agencies concerned with the project. It was an encouraging session. Some affirmative action is already underway, and the initial interviews with management have proceeded in good order. New hiring and new hiring patterns have begun. It is all in the early stages, of course. But we began to see that some of our goals may well be reached if the concerted effort is continued. The private agencies could see even more clearly

the importance of their role, that a significant job can be accomplished in one year, and that we need to move quickly to match the other efforts already in progress.

It is our hope that you will find this opportunity for further work in the cause of equal opportunity a challenge to your talents and interests and will join hands with us. I know personally that you had hoped that the monetary arrangements might be better. We have increased the salary amount to what we believe to be a maximum for the effective development of the project. It is our feeling that the salary, the opportunity for work, and the potential for the future in terms of relations with the organizations in the program insure that this is an outstanding opportunity.

Please feel free to call me or Jean Fairfax or any other members of our group to raise questions or ask for information. We look forward to hearing from you soon.

Sincerely,

Emory F. Via, Director
Labor Program

cc: Jean Fairfax

EFV/csb

bcc: E. T. Kehrer
Clarence Coleman
Randolph Blackwell
Courtney Siceloff

PENN COMMUNITY SERVICES, INCORPORATED
ST. HELENA ISLAND
FROGMORE, SOUTH CAROLINA 29920

July 19, 1967

COURTNEY SICELOFF
DIRECTOR

(803) 524-4337

Miss Jean Fairfax
NAACP Legal Defense & Education Fund
10 Columbus Circle
New York, New York

Dear Jean:

There are a couple of bulletins which have come my way recently which may be of interest to the program among textile factories in the state.

The first is a memorandum from Mr. Kimmell, indicating difficulty in recruiting students for sewing machine mechanics program. It would appear to me that this might be a good opportunity, since we would be looking for training programs related to skilled work at the textile plants.

The second is the Newsletter from the Employment Security Commission. I was interested that beginning next month, applicatns will be identified by race at the employment security offices. On the second page, the Human Resources Development Program is discussed. I believe at one of our meetings, someone indicated that South Carolina had not taken advantage of this program. While the Newsletter does not indicate that the program is operating in the state, it would appear that this would be the case, from the discussion of the program.

I hope that someone has been landed to handle the job here in South Carolina. I beleive you are aware that the South Carolina Advisory Committee to the commission on Civil Rights is planning to spend next year looking into the matter of employment and training. A planning meeting is being set up in Columbia on August 2, and I hope that we will be able to have the representative of the program selected by that time and will be able to participate in that meeting. We would like to hvae someone appear at that meeting who can pinpoint the areas of discrimination of the state employment security commission because at that meeting, I suppose we would plan the work for the year.

Best regards,

Courtney Siceloff
CS/fm
cc: Emory Via
Harold Kramer

124 Daniels Road
Chapel Hill, North Carolina
July 19, 1967

Mr. Emory Via, Director of Labor
Southern Regional Council, Inc.
5 Forsyth Street
Atlanta, Georgia

Dear Mr. Via:

I had delayed writing you in regards our conversation in early June about a position with the South Carolina labor project, for I hoped to provide you with a comprehensive sample of my research reports. However, as most of the research material has not yet been returned to me, I am sending you under separate cover some of the material I prepared. Will you please return the material. Also, I believe, Mr. Marvin Wall has copies of some of the reports I prepared, including information about the labor survey we conducted.

I am enclosing my resume which was prepared the Placement Service of the University of North Carolina. As this resume is somewhat limited, I would like to briefly state my experience and qualifications as related to the civil rights movement. I spent the entire summer of 1964 in helping to organize and conduct a very successful voter registration drive in Hampton, Virginia. After helping to organize the Virginia Students' Civil Rights Committee in early 1965, I resigned my teaching position at Hampton High School at the end of the school year. I spent the next fifteen months in Southside, Virginia, preparing research reports and foundation proposals; developing political education material; and doing community organizing work around voter registration, school desegregation, employment opportunities, various federal programs, including OEO programs, and other related community issues. Since I have been in Chapel Hill, I have been active in the Student Labor Committee which worked with the TWUA in the Cone and National Spinning Company Strikes.

I shall appreciate an interview where I may have an opportunity to discuss my application for a position.

Sincerely,

Bill Towe

Bill Towe

SCESC

NEWSLETTER

From: Zack J. Weston, Minority Groups Representative
South Carolina Employment Security Commission
P. O. Box 995, Columbia, South Carolina 29202

July 1967

EMPLOYMENT SERVICE RECORDS TO CARRY RACIAL IDENTIFICATION

Beginning August 1, 1967, the U.S. Department of Labor will lift its long-standing practice of prohibiting racial identification on employment records and all state employment security agencies will begin recording the race, color and national origin of applicants.

Such information is necessary to ensure against discrimination on the basis of these factors and to promote affirmative action programs to eliminate disadvantage resulting from such discrimination. Racial information shall not be used for placement purposes, but shall be used only for purposes of evaluating, planning, and improving programs. Such information shall be recorded by all state agencies except, for the time being, those operating in states having laws which prohibit the identification of race, color, or national origin on employment records.

More and more emphasis is being placed on the study and analysis of racial data as the government and nation proceed with the war on poverty and jobleesness among the disadvantaged in many areas across the country.

Racial statistics can serve many useful purposes in Employment Service planning when used objectively. For example, in developing a special service program in a community where high unemployment persists among the disadvantaged and where special efforts may be needed, it is important for a local state employment service office first to assess the composition of its job applicants. This includes an analysis of the volume and distribution of workers who apply for service according to their characteristics, such as race, age, education, training, work experience, and placement and training potential.

Studies of this type have been used successfully as a basis for appraising both quantity and quality of service given to special applicant groups in those occupations where (1) a substantial number of non-whites are registered, (2) the referral ratio for non-whites is lower than for others in comparable groups, or (3) there is a surplus of applications over job opportunities.

In several states, applicant composition and performance evaluation studies are made during specific weeks during the year. Selected data -- reflecting personal characteristics, work experience, and the extent of service rendered to minority group applicants when they report to a local office -- are summarized by computer in a variety of data groupings for later feedback to management. This practice makes it possible to study progress in serving minority groups, to detect problem areas, and to plan remedial action wherever indicated.

BEST COPY AVAILABLE

HRD PROGRAM OPENING OPPORTUNITIES TO DISADVANTAGED JOB SEEKERS

An important step in the public employment service's determination to redefine its mission and to respond vigorously to the changing manpower needs of our society is the Human Resources Development Program. The HRD Program calls for an active policy which recognizes that every American has a right to the opportunity to work and earn decent wages if he or she is willing and able to do so, as contrasted with a policy which screens in to the world of work only the "qualified" and abandons the rest to an existence of enforced idleness.

It has only been in times of great manpower shortage such as World War II that any real effort was made to screen in those persons with so-called employment handicaps: the older worker, the physically handicapped, the Negro and the undereducated. Yet, experience tells us that when these so-called "hard to employ" or "unemployable" people are given a chance to work, they can do a job and many of them can learn and qualify for higher levels of skill and responsibility than any industrial psychologist or personnel expert might have normally projected for them.

The Human Resources Development Program focuses specifically and directly on this problem. It is predicated on the simple concept that the employment service can perform an active and relevant role by reaching out to all who are willing to work, regardless of age, sex, race, color, creed, educational level, or physical capacity, and by helping them to find a meaningful and productive place in the American economy.

The HRD program is further based on the concept of urgency. If ever there were a time when it should be possible to provide job and training opportunities for those traditionally "screened out," that time is now. Today there are growing manpower demands, not only for skilled workers, but in many areas for semi-skilled, unskilled, and service workers. Our present concern over our resources is not with land, not capital or technology; but with the critical lack of "qualified" manpower. This manpower shortage, as exemplified in Employment Service offices by the flood of unfilled job openings, can only be remedied by a strenuous effort to recruit and improve the employability of the available labor supply.

The Human Resources Development Program has been created to enable the public employment service to fulfill its full social and economic responsibility to all those who want to work, regardless of employment barriers, and to meet the manpower needs of our economy. Through HRD, the Employment Service commits itself to an effort designed to liberate hard-core unemployed and underemployed citizens from the dependency status of public welfare or private charity and to help them formulate for themselves the positive self image they need to assume a meaningful place in American society.

NEW POSTER TO BE DISPLAYED IN STATE EMPLOYMENT SECURITY OFFICES

Copies of a new poster headed "Federal Law Prohibits Discrimination by State Employment Security Offices" are being distributed to each State Employment Service Office, Youth Opportunity Center, and itinerant point. This poster replaces the poster entitled "Know Your Employment Rights Under Law."

All State employment security agencies are required to display conspicuously this new poster and the poster entitled "Equal Employment Opportunity Is the Law" in every employment service and unemployment insurance office and at all itinerant points operated by such offices.

7-27-67

5-Week Institute Under Way On Problems Of Integration

The State 7/27/67

Columbia S.C.

Textile

By LEVONA PAGE
Governmental Affairs Staff

A five-week institute to help school officials identify and solve desegregation problems is under way at Claflin College in Orangeburg.

Institute participants are 40 school principla,s guidance counselors and teachers from Aiken, Orangeburg, Bamberg and Calhoun counties who go back into their own school systems to identify and help solve problems that arise out of desegregation.

"The most important part of the program is to identify and analyze the problem and the reason for the problem," said program director Leonard Buxton, assistant professor of psychology at Claflin.

Funded through Title Four of the 1964 Civil Rights Act, the program began June 19 and is scheduled to end July 21. It is the first of its type for South Carolina.

"South Carolina was the only Deep South state that did not have a Title Four program under the Civil Rights Act, so an area representative from the U. S. Office of Education met with a number of college and university representatives trying to interest them in starting this," Buxton explained. "Claflin took up the challenge and submitted a project."

Institute participants spend two days of the week in the classroom, studying what Buxton calls "important facts that must always be considered in the problems of desegregation."

For two other days, the participants team up for trips back into their own school systems to gather data and isolate the desegregation problem that is specific to their district itself.

He said cooperation from local school officials has been good, but he said he has no way to compare the effectiveness of the Claflin program with that of federal teams who prod school desegregation.

"One advantage of the federal teams have is that they are able to come in and get a ready audience with the power structure and lay before them their cause.

"Our program is really a program of volunteers. It in no way is going to have any muscle behind it for the local school boards."

Buxton said study results will be made available to all school districts. He predicted that the studies will include some unique findings.

The teams will be meeting with teachers who crossed over racial lines this past year. in an effort to determine some of the problems they encountered. They will also talk with students who attended integrated schools.

A similar program is expected to get under way soon in the State Department of Education. Also funded under Title Four of the Civil Rights Act, a special office will be set up in the Department to offer technical assistance to school districts with desegregation difficulties.

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RESTAURANT
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8-17-67

GE Plant Work Begun

A-3 8/17/67

GREENVILLE, S.C.—Ground was broken Thursday for General Electric's mammoth $50 million gas turbine production plant near here.

At the same time, GE officials announced that offices have already been established here for local recruitment of some 500 production, administrative and engineering personnel required for the first full year of production.

Ceremonies at the 617 - acre site, located on Interstate - 85 seven miles east of Greenville and 25 miles west of Spartanburg, marked the official start of construction of the 305,200-square - foot plant which is scheduled to go into operation in August of next year.

Representing General Electric were Regional Vice President Thomas K. Edenfield of Atlanta; Whitman Ridgway of Schenectady, N.Y., general manager of the company's gas turbine department; John L. Bauer, Greenville plant manager; and James J. Forth, manager of employee and community relations for the new facility.

Board said the spurt in production was due in large part to strike settlements in several industries, such as electrical machinery, television and rubber.

It also pointed to higher crude oil output as the result of the Suez situation.

But the rise in output was broadly based with increases shown in all major categories. Furniture and apparel were among the few industries with declines.

The otherwise bright housing outlook was clouded by a preliminary report showing that residential permits — an indicator of future activity — fell from 109,100 units to 92,000 units in July.

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Jane Check with Glenda and Pat Watters, E.S. and V.J. try som other agencies such as UlL. to see if we have a copy of or know where we can get a copy of the study comparing Grenville and Winston Salem by someone from Cornell (race relations) If info correct the research was done in 63 and the study published in 65 - not have man's name but connected with Cornell

Get from research a U.S. Gov'ts organization manual - most recent f
one for 1966-67 and if you will look under the labor Dept. and under that the nampower administration you will find several differenct kinds of offices - Bureau of App Trainin- for every office that is listed under Manpower administration give me regional no and the name of persona of/ and address and phone number (indlucde who covers N.C. and S. C.) and perhaps before list - look on general directory of D.C. people under assistant secretary for nampower and manpower admin. and simply list the titles of everyboyd from the ASST SECTO STanley Rutenberg on down who work under him.

revolution in Southern politics, the extent and depth of which are not now clearly outlined. The analysis of the political parties, the extremists, and the Ku Klux Klan make sense. Not enough congressmen have the courage to express themselves on the latter organization. The author asks, "Will we move together, or find new devices for staying apart? Will the Ku Klux Klan and the Black Muslims succeed in nurturing within the new generation of Southerners the old hatreds? Will Southerners seek the Old South—or turn to building a new South?"

University of Kentucky THOMAS D. CLARK

Negro Political Leadership in the South. By Everett Carll Ladd, Jr. (Ithaca: Cornell University Press, 1966. Pp. xii, 348. $7.50.)

This study examines Negro political leadership in Winston-Salem, North Carolina, and Greenville, South Carolina. The author examines the two cities as representative of the Rim South and the Deep South, respectively, and he argues with some degree of persuasiveness that each city is typical of its subregion. Much of his data was gathered through interviews with some 350 white and Negro leaders in the two cities.

After an overview of Negro politics in the South, the author turns to an analysis of the factors in the two communities that retard or facilitate the exercise of Negro political leadership. Its effectiveness is determined by the attitudes of the white population and the attributes of the colored population. Numerous characteristics of Winston-Salem Negroes facilitate political action; for example, higher average income and education, higher percentage of Negroes in white-collar jobs, and a two-party system that allows Negroes to employ balance-of-power tactics.

Although *Negro Political Leadership in the South* describes organizations for race leadership, including a valuable treatment of voting organizations, its most significant contribution concerns the selection of leaders and the styles of race leadership. Gone are the days when whites chose Negro leaders—in the sense that no Negro unacceptable to the white community could secure concessions for the blacks. Today a Negro's leadership depends wholly on his acceptance by the colored community. A Negro may achieve leadership solely by his militant posture on race; he need enjoy no standing in the community otherwise. This leadership is highly fluid since a leader may be easily displaced by a challenger who accuses him of being insufficiently aggressive.

All Negro leaders agree that segregation must go, but they differ over what Ladd calls "style." Conservative leaders stress welfare goals —income, housing, medical care—in contrast to status goals, that is, chief emphasis on being treated as an equal even when it is necessary to sacrifice welfare goals. Conservatives reject direct action as a means

n have. but we ~~have achieved~~.

Rlenda waited

PAGINATION INCORRECT

and avoid rhetoric that antagonizes whites. They believe that access to the white power structure is the most effective means of racial advancement. One does not frighten or insult those he seeks to influence. By contrast, militant leaders assume that whites will not accede to demands in the absence of strong pressure. Hence, mass demonstrations and inflammatory rhetoric are logical. While the rhetoric antagonizes the whites, it also convinces them that the slow evolutionary approach is unacceptable to Negroes. Conservatives and militants differ also in personality. Conservatives have higher class status, are older, and follow occuptions more vulnerable to white sanctions. Militants are younger, of lesser social status, and occupationally more independent of white sanctions.

Ladd notes also the emergence of the moderate style of leadership, at least in Winston-Salem. Moderates, who occupy the middle ground between conservatives and militants, try to pursue status goals without sacrificing welfare. While willing to employ threats and reprisals, they are less ready for direct action and more restrained in their rhetoric than the militants.

It is no fault of the book that it deals more with leadership in Winston-Salem than in Greenville. There is simply less opportunity for leadership in the South Carolina city. In Greenville fewer leaders are economically independent of the white community, the tactics available to them are more limited, and the economic and educational status of the Negro electorate is lower. It seems another instance of "To him that hath, yet more shall be given. To him that hath not . . . ."

University of Alabama — DONALD S. STRONG

The Great American Desert: Then and Now. By W. Eugene Hollon. (New York: Oxford University Press, 1966. Pp. xii, 284. $6.00.)

Written in the genre of Walter Prescott Webb, Professor Hollon's book describes the geography and history of a region. Not the Great American Desert of Pike or Long, however, for here the boundary is pushed westward to the Sierra Nevadas and the Cascades to include a much larger area than was envisioned by those early explorers. The one essential fact for this vast, complicated region is aridity.

The book is a well-written survey, without footnotes. Hollon begins by asking what the desert is. After describing its geography, its flora and fauna, he then describes the Indian, Spanish, and Anglo occupation. His concluding chapters tell of his motor trips into the realm, in which he concentrates on its politics and the rise of its sixteen modern metropolitan communities. From this we gather several conclusions.

The great binding, geographical fact in the desert is the Rocky Mountains—a great spine which, in a sense, creates the desert by milking the sky of its moisture and thus depriving the surrounding areas of the rain, and from which come the waters for irrigation. The

real development of the
the desert was urban
decades is entirely urban
two decades, will have
in desert politics: a
same time a denunciation
not at all.

To those of us who
does raise certain fun
of study for historians
regional events which
come into the desert,
California. The Spanish
desert, and that is a sin
frontier are other exa
rative. Also, do the geo
bind together or put
the Rio Grande (with its
its Grand Canyon) un
do to communication?
the adaptation of man
of tradition. Social
impact. Man may cha
The historian, it seems
called natural boundaries

Hollon has, however,
voking book.

Northern Arizona U

Duty, Honor, Country
Ambrose. (Baltim
$8.00.)

Why another book on
attracted historians over
card catalog confirms
third serious historical
several others prior to
to the topic, there is
the Military Academy
famous institution in a

During the period
earned the accolade "
nation's most eminent
shaky foundation. As
neering curricula in the

These people are all at Washington - 14 St. and Constitution

Assistant Secretary for Manpower and Manpower Administrator STANLEY RUTTENBERG

Deputy Manpower Administrator SAMUEL GANZ

Associate Manpower Administrator for Policy, Evaluation and Research CURTIS C. ALLER

Administrator, Bureau of Employment Security ROBERT C. GOODWIN

Administrator, Bureau of Apprenticeship and Training HUGH C. MURPHY

Adm. Neighborhood Youth Corps JACK HOWARD

Administrator - Asst. Job Development VACANCY

Asst- Manpower Administrator (Program Coor) JOHN P. WALSH

ASST Manpower Administrator for Administration MARGARET E. THOMAS

Special Assistant for Equal Opportunity in Manpower Programs ARTHUR A. CHAPIN

Bureau of Apprenticeship and Training

N.C.

III - J. B. Archer, Reg. Director
Professional Arts Bldg.
Chambersburg, Pa 17201

S.C.

IV, Charles N. Conner,
17th and Peachtree St., N.E.
Atlanta, Ga. 30308

BES
N.C.

III John Francis Foy
Professional Arts Bldg.
Chambersburg, Pa 17201

S.C.

IV Ernest L. Marbury
1371 Peachtree St., N.E.
Atlanta, Georgia 30309

Veterans Employment Representatives - (B.E.S.

N.C. S. Marvin Burton
507 Caswell Bldg.
Box 2209
Raleigh, N. C. 27602

S.C. Louverne J. Ballou
607 N. 4th St.
Box 1783
Columbia 29202

NEIGHBORHOOD YOUTH CORPS

N.C.
Region II
George Glasheen, Reg. Dir.
1726 M. St., N.W.
Washington, D. C. 20210

S.C.

Region III
William Harris, Reg. Dir.
1371 Peachtree St., N.E.
Atlanta, Ga. 30309

This is all that the manual had in it. see pages 325-336

Sponsor Rev Newman had a call & called Jones — had been T²

Bent Coffin

Columbia Coll.

[on T² Project Personnel Comm]

L. S. Jones called

and told him of the meeting

(knew Butler was at meeting)

Butler — thinks Alice is the leak — (not Jones)

Unfortunate leak —

Alice had talked — called it

Not Super Secret

Newman got there

But planning stages —

Didn't remember meeting

Pat. & Govt. agencies should be allowed to announce own programs —

Butler

must have time to

Rev D. C. Francis Springfield NAACP

Divided Negro leadership —
has not cooperated with

Reardan (Valley Registered)

Webster — AFSC

L Perlman Labor Lab.

Greenville

* Gil Roland — Repate —

Greenville — Piedmont

Worked with SCHR

Not especially active —

in touch with Labor peopl.

Anne works with YWCA —

& interests in desig —

Cf of Greenville & W-S

by man from Cornell

Civil Rts Orientation —

Research in 63 Conv out in 66

Anderson — Olin D Johnson

So Pol. & Potent — Butler of Reg Johnson Furniture Co.

Hallowell
Butter } met with Jean

May 1st beginning date
Textile —

$25T —
Vid & Field

53705

4-5 hours
Spent talked with
textile — Saddlebrook
Burlington, Den Rue,
Spring M. 75

Write Fred Seeley

Meet Earl Henderson

Bill Dodds

Wash. Office

2 Small locals

Rock Hill, S. C.

Conway, S. C.

Organizing

Afro - Colleges

Greenville

Check Have —

Wis cousin Fanny —

Lowenstein —

Anderson — 823 employees 12/66

Negro Males — 39

" " Females — 4

Colombia (Lowenstein)
Pompeii
1800 people
200 Negro —

(6) — Lowenstein
Patters — Union
was his Columbia
Situation

2 Publications

1) Patterns in Textile Industry NC & SC.
Approved —
2 weeks — will be available
200 copies for Agencies —

2) Handy guide —
Draft to artist — 1 week
Mid-July — available

On 90 day checkup — wash out small non-production & then pick up larger plants even if not cotton textile

(5) — Wash. EEOC will stay out of new plant —
Dow-Abatashi

(1) Names for Greenwood & Laurens
Hard to call —

None of Man from MIND —

(2) James Whittington

Frank Dunbar
Reg. Dir for Justice

(3) S. C. — EEOC — Large employers to use & designate want N women —
Empl. Service — Kehne

probably have issued preliminary to FBI investigation

EEOC has list of referral co. —

(4) Attyn Gen'l — a) Said wanted more work
b) would do own investigation

Should use the Justice in more closely

? 707 Suits — They have checked with S.E. Div is in D.C.
1/3 of case load will be empl. — 32 lawyers in region

Kramer

O.J.T. - racial mix info not readily available to EEOC

who, what level? — Regional people attempted to bunch 4 K's together

Now have received info —

4,000 OJT in S.C.

N.Y.C. — 4/6 M in S.C.

Can't get racial mix data —

So far 1% -

Greenwalt -

Empl. Sec. affiliate is all white

Negroes not utilizing -

Confirmed low utilization of W. females -

feels concerted effort to keep

N. females in domestic Mkt.

N.C.F

Legis still in extended session —

Dem says can't sign K until new law —

from EEOC pt. of view must sign

before end of fiscal yr. —

GSA has been alerted to avoid

accusation of "June buying"

ATRO

Contact with SB Admin — Health, relation

received copies of complaint reviews

Term. plant — Shirt Mfg

S.C. (outside of 12 county area)

willing to train dolescent

Supervisor and clerical

(appears to be turning over affirmative action to EEOC)

Other agencies —

Compiled volume of "Federally inputs" into S.C.

Meeting in D.C. of (13) all Federal agencies in N.C. & S.C.

under Title VI complaints —

Commerce, O.E.O, S.B.A., E.D.A., O.J.T,

OFFC

— Secty's meeting with 10 carpet heads — latter part of June
Main moves will follow this — (Textile)
DLD awards of K to come to OFCC first

OJT —

requests to be funneled through OFCC re Textile in N.C. & S.C.

Questions:

How will they get field info — will use D.O.D. —
(recent changes in personnel)
Ed. Syl. & Jack Moskowitz have been in conversations —

Butler — Don't worry about local DOD people — Wash. (Sylvester) will act — ATRO to keep out of the way —

No K's pulled in Textile in N.C. & S.C.

D.O.D.

{ Henrigan feels have serious staffing problem for securing compliance review —

ATRO - Specifics

Davis -

Projected 100 visits

12 visits made - 19 plants

Anderson - Greenville

25 letters -

Scheduled

Lawrence & Greenwood

No problem of getting into plant

No rejections - Used soft-sell to get into door -

One new plant mgr. was "scared" -

Reviewed records - plant tour -

Kind of community activity

Ray Boston (had earlier cases in Greenville)

Greenville -

2 days 5/17-18 - Community Contacts

Negro leaders - C of C -

SCLC

Cross section of Negro community - Some people could supply workers - EEOC - acted as middle man at out set.

projected increase in employment & new plants -

Ann Bob
Martin England
Anthony Smith

Ruby Jones
YWCA

Robt Anderson
OEO

Rev Francis - NAACP Pres

Willie Smith - Legal Defense

J. Edgar Smith - ~~Hough~~ Community Center

ATRO Specifics (Cont) - 2

Greenville

Problem: how continue contact & keep workers supplied to employers -

Tech Ed. Center -

Info from C. of C.

Negroes enrolled in Tech Ed Center

No response re whether Textile -

enrollment now cut off -

Several OEO Training programs -

Is there a mechanism for identifying & referring applicants -

What was job opening situation like?

Have they checked upgrading?

Some Negro Males.

600 total —
300 Female — 2N at that time —

Monessen

Inc
Brookland Fabrics — Carpet —

3 mos — 80-100 new employees —

letter of intent —

4 Negro female hired since visit —

Better than average

Agreement

30 of New hires be Negros

Negroes considered for all jobs openings in clerical

Negroes in training programs hereafter specifically weaver & loom fixer

Reviews of present Negro employees for upgrading

Will report in 60 days

gave Mgr. list of community contacts —

Mr. Beasley — plt. mgr.
Mr. Marcus — Ny ?

2 other plants in Greenville area
1 in Ala — Calhoun —
didn't want to discuss this

Have in-plant contact —

Southern Worsted Mills

upgrading

2nd Plant 300 people –

entire 3rd Shift is on lay-off

(yarn dyer)

Franklin Process Co of Indian Mills

L Borders Negro Community –

Plt. Mgr not interest in letter of intent

Was interested in 10 employees

wrote that day to Negro

leaders –

Includes Rev. Tab in

that community –

Westboro Weaving – small plant tapes (narrow fabrics)

Lane Desk Mgr. – to retire

Says he had contacted community

leaders before, no action –

4th Landau(?) Worsted

New Plant Mgr – clears through Boston

Polakonaski (from Boston)

Bad location for Transp. –

Awkward to find – 10 miles

~~In~~ In Oconastee (?)

Promises to perform

Greer Mfg. 100+ people –
Oldest Textile mill in America
Old work force
2nd floor shakes badly
Marginal producer of grade C sheeting

Anderson
Jim Whittington – owns radio station in Greenville – put Broadline agreement on the air
Coming in to see EEOC 6/16

Bouton

Anderson – 2 plants outside 12-13 miles
– 439 employees 41 Negro
Jackson Mills – 2nd plant Spartanburg
1250 people in community – 200 Negroes

Already had improved % of Negroes
Mgt. said anxious to improve but
no community contact –
Bouton brought in Negro Principal
employer is a 1st Tier Contractor
Only plant in town
No recruitment

Anderson — Blair Mills — independent mill —
Belton, S.C. — 9 miles out —
also Homeopath (?)
8T pop 1500 Negroes

261 employees — 17 Negro —
Mgt. said wanted applicants, but
walk-ins supply
No concession or affirm or intent

De Giral 823 39 Negro men 4 Negro women Exec. office in Anderson —
Lowenstein Textile Mills main office N.Y.
Pres. was reluctant
Saw Ind. Rels V.P. 1 Ala. 1 N.C.
6 plants in S.C. — gray goods
under these man —
V.P. — Coffey
had to get figures from Rock Hill
4 MDTA program (2 new)
Reluctant to give promises —
did write a weak letter
claims to be in compliance &
has instructed personnel
Don't need recruiting help
75% in last 2 months have been
Negro females — has hired none
Gives tests — manipulative skills

8 clothing
4 weaving
1 spinning

Deffine — Anderson S. C.

Lowenstein — (Cont)

(?) getting good rep. for OJT

OJT } fairly high % Negroes staged
~~MDTA~~ } through courses —

older programs — Columbia —
Linestar —

No EEOC posters —

Loom fixing training — only whites — Columbia had 3 Negroes
Agreed to hire Negro secty.

No govt. K's

Charlie Bell

Equinox (Div. West Pt. Pepperel) (Ga.)
(Sibley & Woodruff are directors)
Built 1904 — lot of remodeling
Produces gray goods
Fed K's for 15% of production

K. C. McAllister the "boss" — respected — grew up in the plant —
Mrs. Lee (Admin Secty) Transcribed the conference
Bob D. Turner Ind Rel Mgr.
Larry Edmunds — Asst Mgr
— Personnel Mgr.

Equinox

4 Negro female mach. operator

407 - employees
60 - Negroes

Recent increase, 9/39 EEO1

No discrim. charges —
Earliest N. female — 1965
Will give N. preference on New hires —

Bell felt that once law really explained, he became more responsive, included offer of assist. —

Seg. lines of progression re women
few Negroes on 1st shift — all other
employees —

McAllister agreed to send a
letter of consent — hope to have soon —

O.E.O —

Funding programs to companies to train —
but not sending formally to EEOC
for clearance

Benny Solomon did call to see
if any complaints — re 2
firms in S.C. ~~(Textile)~~

Question: whether to continue
getting reports —

Anderson —

New Plant under const.
offices are already set up
1000 employees
German equipment (?)

Recruiting

Any Report on Justice —

Check E.T.K.

(OFCC — policy agency, not complaints)

Chapin / Negroes about moved

Who to approach for action

Threadcraft

Anderson

approach to local Emp. Service & O.E.O. — use the CAP agency — } Approach to governor / To 3 Labor Comm.

Will there be enough recruiting

Should we supplement immediately /

Project Assist people —

Decision against S.C. by EEOC / open to conciliation now

Appointed by Gov.

Franklin Co —

There are Negroes in the plant

Will they need help on training to break in new employees (& old)

McNair did intervene to conciliate disagreement involving TORE — assuming with legal fees, etc.

Henrigan

Most of Mgt. not familiar with law & affirm action —

How handle OFFC plants in Some Communities where EEOC & Advice are going —

EMPLOYER DATA SHEET

(use extra sheets as necessary, showing name of company and number of question)

Prepared by Lucions Waller Date

1. NAME OF COMPANY Bloomburg Mill Corp. ADDRESS Hwy. 271 Abbeville, S.C.

If firm is branch of regional or national company, give headquarters address

Name of top official (president or manager) C.H. Crews Name of personnel director Jim Hemniger

Who did you see Both

PRODUCTS Broad Synthetic Fiber PLANS FOR EXPANSION OR NEW CONSTRUCTION No Answer

2. EMPLOYEES: Total number N.A Male N.A. Female N.A.

Skilled jobs: Total N.A. Negro N.A

Supervisors: Total N.A. Negro N.A.

White collar: Total N.A. Negro N.A.

Number Negro employees No answer Male N.A. Female No Answer

Does company hire men and women for same or different jobs?

4. RECRUITMENT: How does company recruit new workers:

Newspaper ads? No (paper) At the gate? No (location & hour)

Thru local schools? No Word of mouth thru present employees? yes

State Employment Service? yes Private Employment Agency yes (names and locations)

Get copies of job orders, speeches by recruiters, ads, etc., if available . None

5. TRAINING: What kinds of training and skills are needed for work in this company? For jobs done by men? No answer For jobs done by women? No Answer

Does the company have its own on-the-job training programs? yes

Has the company used any Federal programs, such MDTA, including OJT, for training workers? No answer

Does company have an arrangement with local public schools, including TEC or Vocational Schools, to train workers? What training does company pay for (get literature)

6. OPENINGS: Which jobs are open now for unskilled None semi-skilled None skilled and white collar workers? (show number and titles)

7. UNIONS: Name unions with collective bargaining agreements with this company? No

Are unions integrated? Negro Officers(give names and titles)

Is there a separate Negro union? No List any apprenticeship training programs sponsored by unions None

8. EMPLOYMENT AGENCIES: Have any public or private employment agencies refused to refer Negroes to this company? Give details No

9. PRESENT RACIAL PRACTICES OF COMPANY:
Describe jobs which Negroes have now None
Are Negroes employed only in certain jobs?
Department or jobs where there are no Negroes
Any Negro supervisors? No Supervising white workers? (Identify)
None qualified

Were Negroes refused in last three months who applied for promotions or for different jobs? No Show names, addresses and phone numbers

How are employees informed of job openings? Posting notice? —
Word of mouth yes Other —
Are lunchrooms, restrooms and lockers integrated? yes Is EEOC Poster Prominently displayed? Describe any form of discrimination practiced by this company

OTHER VISITS:
Have Negro leaders previously visited this company? No Date of visit . Describe who visited, information secured, impressions

Have Federal people (EEOC, DOL, OFCC, Others) visited? When
Where from Purpose

(Tech. Assistance, complaint investigation, Compliance review, other)

10. NEGROES WHO HAVE APPLIED FOR WORK SINCE YOUR EMPLOYMENT PROJECT BEGAN.

Name	Date	Job applied for	What happened

11. IF COMPLAINTS HAVE BEEN FILED, give details:

Who filed complaints?	To which agency?	Date	What happened?

12. FOLLOW-UP Could this company be a major employer of Negroes in this area? What follow-up is needed?

13. OTHER COMMENTS:
Some Negroes refused to apply for jobs because the unfairness in the mill.

Clarence after 1:30

Mordecai C. Johnson
Area Chief
School Desegregation
North Carolina, South Carolina, Virginia
Office of Equal Education Opportunities
Office of Education
U.S. Department of Health, Education, and Welfare

BORN

Florence County, South Carolina

EDUCATION

1. Florence County, South Carolina Public Schools--
   graduated from high school, 1946 (Age 14)
2. Morris College, Sumter, South Carolina - 1946-48
3. South Carolina State College, Orangeburg, South Carolina-
   A.B. 1951
4. Howard University, School of Law, Washington, D.C.
   LL.B. 1959, graduated in upper 1/3 of class
5. George Washington University, School of Law, Washington, D.C.
   LL.M. 1961

WORK EXPERIENCE

1. Teacher - South Carolina Public Schools - 1951-52; 1954-56
2. Soldier - Korean Conflict - 1952-54
3. Attorney - General practice of law - 1961-62
4. Attorney-Advisor, Department of Health, Education and Welfare,
   Office of General Counsel, Education Branch 1962-present

Rendered legal services to Office of Education with respect to the dozens of programs, involving billions of dollars, administered by it; was on brief in suits by Government in 4th and 5th Circuits to compel desegregated education of "Federal children" in Federally impacted areas; since late 1964, devoted primary attention to implementation of Civil Rights Act of 1964; prepared Regulations under Title IV (45 CFR Part 180) and advised in preparation of manuals and other implementing materials; assisted in preparation of Regulation under Title VI (45 CFR Part 80) approved by the President, under general supervision of Associate General Counsel of D/HEW, along with preparation of implementing materials (Statements of Compliance by State Educational Agencies, Assurance of Compliance (HEW Form 441) instructions to school districts, etc.); gave legal review on behalf of legal office to court orders submitted by local educational agencies for compliance with Regulation; advised with respect to policy and legal issues since beginning of program; participated in Departmental and Interdepartmental legal and policy decisions

with respect to the program, involving the Assistant Secretary of D/HEW, Commissioner of Education, General Counsel, and representatives of the Department of Justice, Commission on Civil Rights and the White House.

5. On loan to the Office of Education from Office of General Counsel, May, 1965 - present

As area chief for school desegregation in three States -- the Carolinas and Virginia -- I participate in and supervise the negotiation and review of school desegregation plans involving hundreds of school systems, millions of dollars and 2½ million children; recommend to the Commissioner the acceptance or rejection of compliance documents submitted by educational agencies in these three States; recommend citations for hearings and for termination of Federal assistance; prepare and supervise the preparation of reports to the White House; respond orally and in writing to congressional and other inquiries; resolve complaints of race discrimination; represent the Commissioner of Education with respect to three states in discussions with congressmen and their staffs, Governor's Offices, State and local superintendents and their legal advisors; prepared model desegregation plans for distribution by the Office of Education; occasionally accepts speaking engagements /see attached address, VTA, October 27, 1965/; and, as member of top staff of Office of Equal Educational Opportunities, participate in the making and implementation of policy determinations with Deputy Director and Director, OEEO, Commissioner of Education, representatives at the Department level and representatives of the Justice Department, Commission on Civil Rights and White House.

OTHER

1. Bar Memberships: South Carolina Supreme Court; South Carolina Federal District Courts, Eastern and Western Districts; D.C. Court of General Sessions: U.S. District Court for District of Columbia; U.S. Court of Appeals for District of Columbia.

2. As member of Education Branch of D/HEW legal staff, received Department's Superior Service Award, April 9, 1965, "For unusual competence and dedication in meeting the increased and changing needs for legal services for the Office of Education, thus making valuable contributions to the administration of its programs".

3. Received cash incentive award, November 19, 1965, for civil rights work for D/HEW.

4. Church choir, and other civic activities.

5. Married, father of three.

Tech Ed.
Direct Actions

Knows Jim Fuller - gov. spent some time with him -

Synopsis of Resume of
James Welton Westmoreland

File

16211 Lawton Avenue
Detroit, Michigan
Phone: 862-6258

Dates	Employment
1/1966 - Present	Oakland County Commission on Economic Opportunity No. 1 Lafayette Street Pontiac, Michigan 48053 Local Anti-Poverty Agency Program Coordinator
3/1965 - 1/1966	Township of Royal Oak Urban Renewal Program 21075 Wyoming Avenue Ferndale, Michigan 48220 Rehabilitation Officer
9/1962 - 3/1965	Detroit Housing Commission 2211 Orleans Street Detroit, Michigan 48207 Technical Aide
9/1960 - 6/1962	Milwaukee Board of School Commissioners Milwaukee, Wisconsin Elementary and Junior High School Teacher (Mathematics)

Miscellaneous Employment

Subsequent to receiving teaching certificate in 1958 worked as a substitute elementary teacher in various Detroit metropolitan area school districts.

Education

1957	Wayne State University (Detroit, Michigan) Degree: B.A. Major: Psychology Minor: Sociology
1958	Elementary Provisional Teaching Certificate (Michigan)
Present	Currently engaged in preparation of thesis for Master of Urban Planning Degree from Wayne State University

James Welton Westmoreland

Personal

Age: March 2, 1935 in Indianapolis, Indiana

Appearance: Height: 5'6" Weight: 180 lbs.

Married: 1960. Irene Taylor - Currently enrolled at University of Detroit's Evening College of Commerce and Finance

Health: Good; no physical limitations

Finances: Good order; no large or unusual debts; owns two cars

Residence: Rents; would relocate for proper opportunity

Service: Draft exempt

Amplified Resume

Employment Highlights

1/1966-Present
Oakland County Commission on Economic Opportunity (OCCCEO)

Employed as Assistant Area Center Director. Responsible for the Community Organization Program in the South Oakland County Area--planning of projects; determination of objectives; evaluation of both projects and personnel--also responsibile, in part, for general administration of center.

June, 1966, was assigned to Central Office as Program Coordinator. Planned and wrote proposals for two Neighborhood Youth Corps Programs--subsequently funded for a total of $350,000. Also assisted in writing the application for refunding of the entire OCCEO Community Action Program.

Currently involved in the planning of the following:

1. Self-help housing construction program
2. Campaign to assist a homeowners group in opposing a total-clearance Urban Renewal Project

James Welton Westmoreland

3. Groups to function as non-profit sponsors of "moderate-income housing"

Reason for leaving: Opportunity to participate in a program offering greater challenge and responsibility.

3/1965-1/1966
Township of Royal Oak Urban Renewal Program

Assisted: (1) in the formation and direction of groups dedicated to community improvement; (2) homeowners in obtaining loans to bring homes to code standards and all other necessary concomitants.

June, 1965, was assigned further duties of Contracting Officer for Public Housing which involved the administration of construction funds, contract compliance and the writing of "Policy Governing Admission to Public Housing."

Reason for Leaving: Greater income.

9/1962-3/1965
Detroit Housing Commission

Assisted in the orderly relocation of families and individuals from Urban Renewal sites. Assisted in the filing of relocation claims.

Reason for leaving: Accepted position offering greater responsibility

General

Record shows steady upward progression; each position left voluntarily to improve status and utilize continuing education.

References

Available on request. Please no contact with present employer until after final interview.

Wanted for Montac England —

~~H~~Hannethea Smith

Greenville, S.C.

Jean in Atl. on

Fri & Sat (VEP)

Saturday PM —

Brad Martin

2 yrs Peace Corp

1 yr Law School

V. J. has

resumé

A PROPOSAL FOR AN INTER-AGENCY PROJECT TO DEVELOP EMPLOYMENT OPPORTUNITIES FOR NEGROES IN THE TEXTILE INDUSTRY OF THE CAROLINAS.

BACKGROUND

In January, 1967 the Equal Employment Opportunity Commission conducted a two day "Forum on Employment in the Textile Industry in the Carolinas." Participation in the forum was open to industry, public and private agencies and individual spokesmen. The staff of the Commission had secured substantial information on patterns of employment in textile companies. The industry had initially agreed to present statements to the Forum, then decided to abstain, and at the last hour appeared with a statement which had evidently been occasioned by the widespread publicity given the meeting including comment on the absence of industry spokesmen.

The Forum provided the Commission with further first hand acquaintance with the textile industry and its continuing patterns of discrimination. Further, the publicity received has had a generally salutary effect. The meeting also provided an opportunity for private agencies concerned with the employment problems of Negroes to begin to think and work together in a concerted effort.

Following the Forum the Commission invited ten persons interested in textile employment in the Carolinas to Washington to consult with the Commissioners and staff regarding the kind of follow up which would be productive of change. The Commission's work and the consultation resulted in a proposal

for a broad scale attack on the problem of discrimination which envisaged the cooperation of several other governmental agencies. In brief the proposed concerted approach would follow these lines:

1. Ten of the largest twelve textile companies hold government contracts. These ten companies would be subject to appropriate action by the Office of Federal Contract Compliance.

2. Those companies not included in "1" above and which had made no visible progress in desegregating employment would be referred to the Department of Justice for "pattern and practice" suits as provided under Title VII of the Civil Rights Act of 1964.

3. Companies which had made only limited progress would be subject to Commission complaints.

4. Those companies which have continued to show progress would be urged to make use of technical assistance programs designed to implement affirmative action moves.

The primary focus of the above efforts would be on those companies falling into a limited number of geographic areas in each of the two states where there was both a concentration of textile employment and of Negro population.

Each of the above approaches can greatly reduce the burdensomeness of attacking discrimination problems through the case-by-case complaint approach.

The private agencies at the consultation recognized the limitations - legislative and political - which handicap governmental programs to end discrimination. They were favorably impressed by the efforts made by EEOC and by the encouraging degree of cooperation in the joint effort indicated by the Office of Federal Contract Complaince. They were impressed, too, by the result oriented strategy designed to make more efficient use of the resources at hand. They could see, however, needs for which either no resources would be available or would be beyond the policy reach of the governmental agencies. Past experience would lead us to believe that the private agencies would need to follow the process in order to make constructive suggestions, to be a constant goad to assure continuing cooperation among the governmental agencies, to prod local and public agencies when needed to keep the interest of top government agency people in the implementation of the program.

With above considerations in mind the six agencies came together to discuss their joint role in the over all undertaking. These agencies are : (1) The National Association for the Advancement of Colored People's Legal Defense and Education Fund, Inc. represented by Jean Fairfax; (2) The National Urban League's Southern Office represented by Clarence Coleman; (3) Penn Community Services, Inc. represented by Courtney Siceloff; (4) The Southern Office of the AFL-CIO's Civil Rights Department represented by E.T. Kehrer; (5) The Southern Rural Training Project (A creation of the Citizens Crusade Against Poverty) represented by Randolph Blackwell; and (6) The Southern Regional Council, Inc. represented by Emory Via.

Subsequent to the private agencies meeting together, Jean Fairfax has meet on our behalf with staff and Commission members regarding our continuing interest. Miss Fairfax and

Emory Via, as representatives of the group, on April 4, met with the Assistant Secretary of Labor in charge of manpower programs (which includes training and the Employment Service) to inform him of our interest and to solicit his suggestions and support. This meeting was attended by the director of research and evaluation in the manpower area and the equal opportunity specialist of the Department of Labor. It was a friendly and fruitful meeting. We are encouraged by the degree of interest, the perception of the problems at hand (including an awareness of the difficulties in securing cooperation and in-fact compliance even from agencies funded by the Department. We also received offers of substantial research assistance -- in making the available data relevant to our projected effort. Late in the day we talked with the head of the policy and planning group in the Secretary's office. Miss Fairfax and Mr. Via also had a lengthy conversation with the director of the Office of Federal Contract Compliance and two members of his staff, including the man assigned to the cooperative effort with EEOC on employment in the textile industry.

This lengthy prelude will give some flavor of what is involved in terms of strategy and timing and indicate that thought and action have already gone into the development of the project and towards making it operative. We feel, too, that this background explains why we think the envisioned strategy, potential and actual collaboration, and the limited focus of the total project are evidence that a special opportunity now confronts us.

WHAT IS PROPOSED

1. The representatives of the groups joining in this proposal will become an advisory committee to a special inter-agency project to assist in the effort to desegregate the textile industry of North and South Carolina. This special effort will continue for a period of one year, and should be started as a programmed effort at the earliest feasible date to coincide as fully as possible with the projected May 1st date set by EEOC for the implementation of their program.

2. The project staff and cooperating agencies would focus on three main areas of work. First, the staff would follow the activities of the public agencies which relate to textile industry employment. Such activities would include training programs and the program of the various employment service offices. The aim is to assure that these agencies understand their potential role and that they relate constructively to the process of employment desegregation.

3. Secondly, the staff will take initiative in working with local groups to motivate and recruit Negro workers to apply for jobs or training in the textile industry.

4. And , thirdly, the staff would offer technical assistance to those companies wishing to engage in affirmative action programs to encourage the mployment of Negroes. This functtion would be closely geared to the programs of other agencies, public and private, especially the proposed efforts of E.E.O.C.

5. The inter-agency effort will require one full-time professional, a competent secretarial assistant, and the continuing active involvement of the advisory committee and local groups with which they have contact. For certain portions of the program, ad hoc staff will be secured from among indigenous leaders. Travel expenses will be incurred within the Carolinas and occasionally into Washington or Atlanta. We feel that an adequate program can be run for $25,000.00

A At this juncture we are leaving it open as to which agency will be the actual recepient of the funds. We know of no difficulty from the point of view of the agencies and would be pleased to discuss the best way of handling this with the Foundation.

Staff has not yet been selected although approaches have been made to highly qualified persons who have expressed interest in the project. We would consider it appropriate for any grant to be made conditional upon the selection of a competent staff person.

WHY THIS PROPOSAL IS BEING MADE

Each of our agencies has a strong interest in employment desegregation. It is not possible, however, with our existing committments to give this special project the time and energy required without providing special staff for it. We are persuaded that we are confronted with a unique opportunity for collaboration among ourselves and with appropriate public agencies. We recognize that the public agencies due to lack of funds, unavoidable political considerations,

inadequacies of the statutes under which they operate, a failure of will, or the lack of a history of cooperation among themselves will require private initiative, assistance, communication facilitation, and criticism in order to maximize their efforts. For these additional reasons, we are persuaded that our proposed project is much needed.

WHAT IS HOPED FOR FROM THE TOTAL EFFORT

We feel that five main achievements can be secured by the effort of private and public groups during the one year period. They are:

1. A substantial improvement in the numbers, and percentage, of Negroes in entry level jobs in the textile industry in in the two states.

2. A wide scattering of Negroes can be placed into clerical, skilled, technical, professional and managerial jobs.

3. The practices of training programs which feed the textile industry can be changed regarding their acceptance and recruitment of Negro trainees.

4. The employment service offices and others related to the recruitment process can be reoriented so that they make realistic efforts in the recruitment and placement of Negro workers. We already know of special resources available for encouraging such a development.

In points "3" and "4" it is our aim to encourage sufficient institutional change so that these important on-going functions will begin to operate without discrimination and require a minimum of "watchdogging" from private agencies.

5. From the whole process we would hope to form a much better assessment of the current procedures, accomplishments, changes needed in practice and law under which E.E.O.C., Office of Federal Contract Compliance and other programs operate. We do not propose here a study of these agencies, but simply suggest that our close working relations both at the top and in the field will provide us all with an important base from which to make andevaluation.

A CONCLUDING COMMENT

We have left unsaid a matter which weighs heavily with us. This total effort is aimed at one of the region's lowest paid industries. Why should this industry be the focus of our attention and what can be done to insure that we do not contribute to locking Negroes in to the region's lowest paid industrial jobs and thereby simply repeating economic history in a new phase?

We have been willing to join in selecting the textile industry because in much of the South, and most especially in the Carolinas, the textile industry is predominant. It provides the largest number of jobs. Indeed, in some areas it provides almost the only industrial jobs. Furthermore, the position of the industry is such that it is extremely important to community and political life. What it does has a tremendous influence on the social patterns in communities and in the states themselves. Also, many of the industry's entry level jobs provide an excellent introduction to industrial work. This is a needed exposure for many Negroes mvoing from menial or agrarian employment into the industrial order.

We hope to provide against the looking-in effect in several ways. It is important that better quality industries also desegregate at the same time that the textile industry is being pressed to do so. We would hope that our efforts would facilitate either some of our local affiliates or other groups to assist workers in the development of complaints in those industries. Furthermore, we are already in the process of encouraging the government agencies to seriously consider this problem and take appropriate action. Some of these actions are already underway.

It should be noted that Penn Community Services, Inc., is located within South Carolina, our primary target state. Each of the other agencies has established contacts within the state. The Urban League is currently establishing an office in Columbia.

whyz
JIM WHITTINGTON
OPERATIONS MANAGER
Tel. 246-1441 Greenville, S. C.
50,000 watts
1070

I believe that justice will come through the courts of law, through Education of our citizenry and through creative pressure techniques. All methods must be used in these U. S. A.

I still feel that fully equality of opportunity never can be achieved by laws of court decisions alone. Even though courts decision have helped.

Some of the intangibles of equal opportunity are beyond the reach of Legislature of the courts.

I see still a strong push for jobs in this country for Negroes by every method that is possible.

This I see as the goals of Civil Rights groups to see more jobs for Negroes as F I G H T is doing in Rochester and what you have in mind in the textile industry is a gold mine for Negro employment. It is an area we must crack and I feel that the time is right for making an approach to these companies for years have excluded the Negro labor force.

12/8/66

Dear Mr. Via,

Enclosed is a letter to the Pres. of the Huntsville Council in answer to our question about agency ~~[illegible]~~ eliminating certified applicants. It seems possible that the intention of the alleged authorizing regulation has been stretched in interpretation. Note it says that an appointing officer need not consider an applicant more than three times. This may have been intended to mean a supervisor within an agency. They have interpreted it to mean the whole agency.

Anyway, within Civil Service Commission we have received contradictory answers on this.

Attached to the letter was a report, "Study of Minority Group Employment in the Federal Government." It is the index of this you note which came through on the xerox copies I'm sending you. I'll send this report to you if you like, though you may have it or you could get it direct from the U. S. Civil Service Commission. I'd like to write a more sympathetic editorial about the C.S.C. I don't know ~~[illegible]~~ enough yet though, haven't thought it through nor found out enough.

Thanks very much for your help.

Sincerely,

Evelyn Falkowski

Evelyn Falkowski

UNITED STATES CIVIL SERVICE COMMISSION

WASHINGTON, D.C. 20415

IN REPLY PLEASE REFER TO

YOUR REFERENCE

SEP 21 1966

Mr. Don Ring
President, Huntsville Council
on Human Relations
1013 Crestline Road, N.W.
Huntsville, Alabama 35805

Dear Mr. Ring:

This is in reply to your letter of July 8, 1966, regarding Federal employment policies and practices and the Civil Service Commission's role in anti-discrimination programs.

You asked a number of questions concerning the actions that are possible in considering the eligibles whose names appear on competitive registers.

When an appointing officer requests certification of eligibles for appointment purposes, a number of names sufficient to permit the appointing officer to consider at least three names in connection with each vacancy is taken from the top of the appropriate list of eligibles. Under the provisions of the Veterans' Preference Act, as amended, and the civil service regulations, an appointing officer has the legal right to select for appointment any one of the top three available eligibles on a certificate. He is not required to furnish reasons for selecting one eligible in preference to another among the top three as long as selection is made with due regard to the veteran preference status, if any, of each eligible. Selection must be made on the basis of merit and fitness for the position.

When an eligible on a certificate has been considered three times in accordance with the "rule of three" and has failed of selection each time, he may be eliminated from consideration for subsequent selections by that appointing officer. This is based on the following provisions of Sections 332.404 and 332.405 of the civil service regulations:

> An appointing officer shall, with sole reference to merit and fitness, make selection for the first vacancy from the highest three (3) eligibles available for appointment

AND BY AGENCIES
SERVICE REGIONS
NEGRO, BY STATE
NEGRO, BY STATE METRO. STAT.
MEXICAN-AMERICANS
ORIENTAL
AMERICAN

on the certificate. For the second vacancy, he shall make selection from the three (3) unselected and available eligibles on the certificate. Each succeeding vacancy shall be filled in like manner. An appointing officer shall not be required to consider any eligible who has been considered by him for three (3) separate appointments from the same or different certificates for the same position. (Underscoring supplied.)

Although a person's name may be eliminated from further referral to one appointing officer after having been considered for appointment three times and not selected, his name remains on the register for referral to other agencies as requests for eligibles are received. There is no regulation that requires the notification of a candidate when his name is eliminated from further referral to an agency, nor is such a practice usually followed.

Both complainants and agencies may use the telephone to attempt to obtain information relative to a complaint, but the hearing provides the major formal opportunity for cross-examination. A person has the right of cross-examination of witnesses who appear at the hearing that the regulations on discrimination complaints provide.

Information on minority employment by the Federal Government is compiled and reported annually. A copy of the most recent report covering the fiscal year ending June 30, 1965, is enclosed for your use. Because the utilization of minority group members is dependent upon many variables, including the geographic location of the agency, its mission and the nature of its workforce, its turnover rate, the history of past practices, and a number of other factors, it is difficult to identify agencies with outstanding programs in general.

I hope that this information will be of use to you.

Sincerely yours,

Nicholas J. Oganovic
Executive Director

Enclosure

NEGRO, WORLDWIDE AND BY AGENCIES
NEGRO, BY CIVIL SERVICE REGIONS
NEGRO, BY STATE
NEGRO, BY STD. METRO. STAT. AREA
MEXICAN-AMERICANS
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PUERTO RICAN

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WASHINGTON, D.C. 20415

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AMERICAN INDIAN
PUERTO RICAN

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POLITICAL ACTIVITY

of Federal Officers

and Employees

This pamphlet is a summary of laws and interpretations of laws which restrict political activity on the part of Federal employees and certain State and local employees. It is for persons who need a legal reference on this subject and is not intended to go beyond this basic purpose in content or distribution. Other Civil Service Commission issuances, which are more widely distributed, contain lists of permitted activities and urge employees to exercise their full rights as citizens. These issuances include Federal Employee Facts No. 2, "Political Activity—Rules for Federal Employees," and political activity posters, CSC Forms 1982 and 1982a.

U.S. CIVIL SERVICE COMMISSION

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More information about legal principles governing political activity, including case descriptions, is contained in *Hatch Act Decisions of the United States Civil Service Commission*, on sale by the Superintendent of Documents, Government Printing Office, Washington 25, D.C., for $1.50 a copy.

I. General Prohibitions and Exceptions

The broadest and most widely applicable restrictions on political activity of Federal officers and employees are contained in section 4.1 of Civil Service Rule IV and in section 9 (a)[1] of the Hatch Act. In practically the same words, these provisions prohibit the following:

(1) Using official authority or influence for the purpose of interfering with an election or affecting its results.

(2) Taking an active part in political management or in political campaigns.

CIVIL SERVICE RULE IV

Section 4.1 of Civil Service Rule IV reads as follows:

Prohibition against political activity.—No person employed in the executive branch of the Federal Government, or any agency or department thereof, shall use his official authority or influence for the purpose of interfering with an election or affecting the result thereof. No person occupying a position in the competitive service shall take any active part in political management or in political campaigns, except as may be provided by or pursuant to statute. All such persons shall retain the right to vote as they may choose and to express their opinions on all political subjects and candidates.

SECTION 9 OF THE HATCH ACT

Section 9 of the Hatch Act (Hatch Political Activities Act of August 2, 1939, as amended; 5 U. S. C. 118i) reads as follows:

(a) It shall be unlawful for any person employed in the executive branch of the Federal Government, or any agency or department thereof, to use his official authority or influence for the purpose of interfering with an election or affecting the result thereof. No officer or employee in the executive branch of the Federal Government, or any agency or department thereof, shall take any active part in political management or in political campaigns. All such persons shall retain the right to vote as they may choose and to express their opinions on all political subjects and candidates. For the purposes of this section the term "officer" or "employee" shall not be construed to include (1) the President and Vice President of the United States; (2) persons whose compensation is paid from the appropriation for the office of the President; (3) heads and assistant heads of executive departments; (4) officers who are appointed by the President, by and with the advice and consent of the Senate, and who determine policies to be pursued by the United States in its relations with foreign powers or in the Nation-wide administration of Federal laws. The provisions of the second sentence of this subsection shall not apply to the employees of The Alaska Railroad, residing in municipalities on the line of the railroad, in respect to activities involving the municipality in which they reside.

(b) Any person violating the provisions of this section shall be removed immediately from the position or office held by him, and thereafter no part of the funds appropriated by any Act of Congress for such position or office shall be used to pay the compensation of such person: *Provided, however,* That the United States Civil Service Commission finds by unanimous vote that the violation does not warrant removal, a lesser penalty shall be imposed by direction of the Commission; *Provided further,* That in no case shall the penalty be less than thirty days' suspension without pay: *And provided further,* That in the case of any person who has heretofore been removed from the service under the provisions of this section, the Commission shall upon request of said person reopen and reconsider the record in such case. If it shall find by a unanimous vote that the acts committed were such as to

[1] The United States Supreme Court, in an opinion (330 U. S. 75), affirmed a judgment of the District Court of the United States for the District of Columbia holding that the provisions of section 9 (a) of the Hatch Act were not unconstitutional.

warrant a penalty of less than removal it shall issue an order revoking the restriction against reemployment in the position from which removed, or in any other position for which he may be qualified, but no such revocation shall become effective until at least ninety days have elapsed following the date of the removal of such person from office.

(c) At the end of each fiscal year the Commission shall report to the President for transmittal to the Congress the names, addresses, and nature of employment of all persons with respect to whom action has been taken by the Commission under the terms of this section, with a statement of the facts upon which action was taken, and the penalty imposed.

OTHER SECTIONS OF THE HATCH ACT

Sections 15, 16, 18, and 21 of the Hatch Act also relate to political activity of Federal officers and employees.

Section 15 (5 U. S. C. A., sec. 118–l) states that the provisions in the act containing prohibitions against "taking any active part in political management or in political campaigns" are deemed to include activities prohibited by the civil-service rules. It reads as follows:

The provisions of this Act which prohibit persons to whom such provisions apply from taking any active part in political management or in political campaigns shall be deemed to prohibit the same activities on the part of such persons as the United States Civil Service Commission has heretofore determined are at the time this section takes effect prohibited on the part of employees in the classified civil service of the United States by the provisions of the civil-service rules prohibiting such employees from taking any active part in political management or in political campaigns.

Sections 16, 18, and 21 set forth certain exceptions to the provisions prohibiting political activity.

Section 16 (5 U. S. C. A., sec. 118m) states an exception relating to political campaigns in localities adjacent to the National Capital or in localities where the majority of the voters are Government employees. It reads as follows:

Whenever the United States Civil Service Commission determines that, by reason of special or unusual circumstances which exist in any municipality or other political subdivision, in the immediate vicinity of the National Capital in the States of Maryland and Virginia or in municipalities the majority of whose voters are employed by the Government of the United States, it is in the domestic interest of persons to whom the provisions of this Act are applicable, and who reside in such municipality or political subdivision, to permit such persons to take an active part in political management or in political compaigns involving such municipality or political subdivision, the Commission is authorized to promulgate regulations permitting such persons to take an active part in such political management and political campaigns to the extent the Commission deems to be in the domestic interest of such persons.

Section 18 (5 U. S. C. A., 118n) states an exception relating to elections not specifically identified with National or State issues or political parties. It reads as follows:

Nothing in the second sentence of section 9 (a) or in the second sentence of section 12 (a) of this Act shall be construed to prevent or prohibit any person subject to the provisions of this Act from engaging in any political activity (1) in connection with any election and the preceding campaign if none of the candidates is to be nominated or elected at such election as representing a party any of whose candidates for presidential elector received votes in the last preceding election at which presidential electors were selected, or (2) in connection

with any question which is not specifically identified with any National or State political party. For the purposes of this section, questions relating to constitutional amendments, referendums, approval of municipal ordinances, and others of a similar character, shall not be deemed to be specifically identified with any National or State political party.

Section 21 (5 U. S. C. A., sec. 118k–l) states an exception relating to activities of employees of institutions and organizations of specified types. It reads as follows:

Nothing in sections 9 (a) or 9 (b), or 12 of this Act shall be deemed to prohibit or to make unlawful the doing of any act, by any officer or employee of any educational or research institution, establishment, agency, or system which is supported in whole or in part by any State or political subdivision thereof, or by the District of Columbia or by any Territory or Territorial possession of the United States; or by any recognized religious, philanthropic, or cultural organization.

STATUTES ON RELATED SUBJECTS

In addition to being subject to section 4.1 of Civil Service Rule IV, and to the sections of the Hatch Act quoted above, Federal officers and employees are subject to statutes relating to—

(1) Political assessments (see p. 20 of this pamphlet).
(2) Political coercion (see p. 23).
(3) Political discrimination (see p. 24).
(4) Purchase and sale of public office (see p. 25).

INDIVIDUAL RESPONSIBILITY

Each officer and employee is responsible for refraining from prohibited political activity. He is presumed to be acquainted with the legal provisions applicable to him, and his ignorance of them will not excuse a violation. If he is in doubt as to whether any particular activity is prohibited, he should present the matter in writing to the United States Civil Service Commission before engaging in the activity.

II. Jurisdiction of the Commission

EMPLOYEES IN THE COMPETITIVE SERVICE

There is no language in the Hatch Act that fixes responsibility for enforcement of the prohibitions against political activity of Federal officers and employees.

However, it is important to note that the prohibitive language of section 9 (a) of the Hatch Act is substantially the same as that of section 4.1 of Civil Service Rule IV. The Civil Service Commission's jurisdiction in political-activity matters was not affected by passage of the Hatch Act.

Section 15 of the Hatch Act provides that the activities that are prohibited by the act are those that the Commission had theretofore determined were prohibited, under the civil-service rules, on the part of employees in the competitive civil service.

Thus, under Civil Service Rule IV *and* under the Hatch Act, the Civil Service Commission has authority to enforce prohibitions against political activity of Federal officers and employees whose positions are in the competitive civil service.

(*Excepted Service.*—The employing agency has the responsibility of enforcing the restrictions against political activity in the cases of those employees occupying positions specifically excepted from the provisions of the Civil Service Act and Rules.)

PENALTY PROVISIONS

The Attorney General has held (40 A. G. 14) that where both the law and the rule are violated the statutory penalty is mandatory.

An officer or employee found to have violated the restrictions imposed by section 9 (a) of the Hatch Act and section 4.1 of Civil Service Rule IV must be immediately removed from the position or office held by him and—in accordance with a decision by the Comptroller General (25 Comp. Gen. 271)—may not be employed again in any position the salary or compensation of which is payable under the same appropriation as the position from which removed. This restriction is not limited to the appropriation act for any particular fiscal year.

If, however, the Commission determines by unanimous vote that the violation does not warrant removal, it may impose a lesser penalty under the terms of the amendment to the Hatch Act of August 25, 1950, but the penalty so imposed must be at least a 30-day suspension.

In an opinion of the Attorney General of September 12, 1947 (40 A. G. 545) it was held that the penalty provisions of the Hatch Act require the removal of an employee from the civil-service position or office that he is holding at the time his violation of the act is established, despite the fact that this position may be different from that held at the time the violation occurred. It is immaterial whether the second civil-service position has been obtained by transfer, promotion, or reappointment.

AUTHORITY UNDER RULE V

Section 5.4 (a) of Civil Service Rule V reads as follows:

> Whenever the Commission finds that any person has been appointed to or is holding a position in violation of the Civil Service Act, Rules or Regulations, or that any officer or employee in the executive branch has violated this order or any of the laws, rules or regulations administered by the Commission, it is authorized, after giving due notice and opportunity for explanation to the officer or employee and the agency concerned, to certify the facts to the proper appointing officer with specific instructions as to discipline or dismissal or other corrective actions.

Section 5.4 (e) of Civil Service Rule V reads as follows:

> If the appointing officer fails to carry out the instructions of the Commission issued under Section 4 (a) of this Rule, the Commission shall certify the facts to the head of the agency concerned. If the head of the agency fails to carry out the instructions of the Commission within ten days after receipt thereof, the Commission shall certify the facts to the Comptroller General of the United States, and shall furnish a copy of such certification to the head of the agency concerned; and thereafter no payment shall be made of the salary or wages accruing to the employee concerned.

The General Accounting Office is without jurisdiction to review the determinations of the Civil Service Commission under Rule V and, upon certification by the Commission that an employee is holding a position in violation of the Civil Service Act and rules, the General Accounting Office has no alternative to withholding credit for payments made for salary or compensation (decision, Comptroller General July 20, 1939, to the Postmaster General).

COMMISSION PROCEDURE

In taking action on alleged violations of section 4.1 of Civil Service Rule IV and section 9 of the Hatch Act, the Civil Service Commission proceeds under regulations that provide for—

(1) Investigation of the complaint by representatives of the Commission and the employing agency.

(2) Issuance of charges, when there is prima facie proof of prohibited political activity, with a description of the specific charges and an opportunity to respond in writing.

(3) Issuance of an initial decision by the General Counsel with the right of appeal to the Commissioners.

(4) A hearing, unless waived by the employee with the concurrence of the General Counsel.

The Commission's procedure applies in the cases of those employees who resigned from their positions prior to a final determination by the Commission.

The Commission's regulations also provide for the reconsideration of the record, as authorized by law, upon request, of employees who were removed between August 2, 1939, and August 25, 1950, for established political-activity violations, to determine whether the violations were such as to warrant a penalty of less than removal.

III. Applicability of Rule and Statute

GENERAL STATEMENT

In the absence of specific statutory exemption, the basic political-activity restrictions apply to any person employed in the executive branch of the Federal Government, or any agency or department thereof, or in the government of the District of Columbia. Some persons are subject to these restrictions by virtue both of section 4.1 of Civil Service Rule IV and of section 9 (a) of the Hatch Act; others are

subject to them solely by virtue of section 9 (a) of the Hatch Act.

Section 4.1 of Civil Service Rule IV applies to all employees in the competitive service.

Section 9 (a) of the Hatch Act applies to all persons employed in the executive branch of the Federal Government [2] whether or not such persons are in the competitive service. The effect of section 9 (a) of the statute is to place the same restrictions upon the political activities of all officers and employees of the executive branch of the Government that section 4.1 of Civil Service Rule IV places upon the political activities of officers and employees in the competitive service.

Section 14 of the Hatch Act (5 U.S.C. 118–k–3) provides: "For the purposes of this Act, persons employed in the government of the District of Columbia shall be deemed to be employed in the executive branch of the Government of the United States, except that for the purposes of the second sentence of Section 9(a) the Commissioners and the Recorder of Deeds of the District of Columbia shall not be deemed to be officers or employees."

GROUPS OF EMPLOYEES

Postmasters and Post-Office Employees

All postmasters and acting postmasters, all employees in post offices of the first, second, and third classes, and all special delivery messengers in post offices of the first class are subject to the political-activity restrictions of Civil Service Rule IV and section 9 of the Hatch Act.

Persons Employed on an Irregular or Occasional Basis

Persons who are employed on an irregular or occasional basis, e.g., experts and consultants on a per diem basis, w.o.c. and w.a.e. employees, etc., are subject to the political activity restrictions of the Hatch Act while in an active duty status only and for the entire 24 hours of any day of actual employment. The employing agency has the duty of enforcement in the cases of those employees occupying positions in the excepted service.

Temporary, Part-time, and Emergency Employees

Temporary, part-time, and emergency employees are subject to the statute and the rule.

Employees on Leave

An employee who is subject to the basic political-activity prohibitions while on active duty is subject to them while on leave with pay, leave without pay, or furlough, and incurs the same penalties for an offense committed while in leave or furlough status as for an offense committed while on active duty. However, if lump-sum payment is made for accumulated annual leave and the person involved is on terminal leave, he is not subject to the political-activity restrictions during the period covered by the lump-sum payment or thereafter.

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[2] Except (a) the President and Vice President of the United States; (b) persons whose compensation is paid from the appropriation for the office of the President; (c) heads and assistant heads of executive departments; and (d) officers who are appointed by the President by and with the advice and consent of the Senate, and who determine policies to be pursued by the United States in its relations with foreign powers or in the Nation-wide administration of Federal laws.

It is not permissible for an employee to take leave of absence for the purpose of working with a political candidate, committee, or organization, or for the purpose of becoming a candidate for office with the understanding that he will resign his position if nominated or elected.

Persons Not Subject to Political-Activity Restrictions

The political-activity restrictions of section 9 of the Hatch Act and section 4.1 of Civil Service Rule IV do not apply to the following persons:

EXECUTIVE BRANCH

The President and Vice President of the United States.

Persons who are compensated from the appropriation for the Office of the President.

Heads and assistant heads of departments.

Officers who are appointed by the President by and with the advice and consent of the Senate, and who determine policies to be pursued by the United States in its relations with foreign powers or in the Nation-wide administration of Federal laws.

Ambassadors of the United States.

Ministers of the United States.

LEGISLATIVE BRANCH

Officers and employees of the legislative branch of the Federal Government, including secretaries and clerks of Members of Congress and congressional committees.

JUDICIAL BRANCH

Officers and employees of the judicial branch of the Federal Government, including United States Commissioners, clerks of United States courts, referees in bankruptcy, and their secretaries, deputies, and clerks.

DISTRICT OF COLUMBIA

The Commissioners of the District of Columbia.[3]

The Recorder of Deeds of the District of Columbia.[3]

OTHER

Officers or employees of any educational or research institution, establishment, agency, or system that is supported in whole or in part by any State or political subdivision, or the District of Columbia, or by any Territory or Territorial possession of the United States, or by any recognized religious, philanthropic, or cultural organization.

Persons who are retained from time to time to perform special services on a fee basis and who take no oath of office, fee attorneys, inspectors, appraisers, and management brokers for the Home Owners' Loan Corporation and special fee attorneys for the Reconstruction Finance Corporation.

Persons who receive benefit payments, such as old-age assistance and unemployment compensation under the Social Security Act, rural-rehabilitation grants, and payments under the agricultural conservation program.

Persons retired from the Federal service, unless reemployed in the executive branch of the Federal Government.

Persons serving as star route and contract carriers and clerks in fourth-class post offices, provided such persons are not at the same time holding other Government employment.

Employees of the Alaska Railroad residing in municipalities on the line of the railroad in respect to activities involving the municipality in which they reside.[3]

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[3] Excepted only from the prohibition against active participation in political management or in political campaigns.

IV. Prohibited Activities

The Hatch Act is designed to prevent those subject to it from assuming general political leadership or from becoming prominently identified with any political movement, party, or faction, or with the success or failure of any candidate for election to public office.

The following sections are devoted to a discussion of activities that, prior to enactment of section 15 of the Hatch Act (see p. 2), the Civil Service Commission had determined to be activities prohibited by the civil-service rules.

ACTIVITY BY INDIRECTION

Any political activity that is prohibited in the case of an employee acting independently is also prohibited in the case of an employee acting in open or secret cooperation with others. Whatever the employee may not do directly or personally, he may not do indirectly or through an agent, officer, or employee chosen by him or subject to his control. Employees are, therefore, accountable for political activity by persons other than themselves, including wives or husbands, if, in fact, the employees are thus accomplishing by collusion and indirection what they may not lawfully do directly and openly. Political activity in fact, regardless of the methods or means used by the employee, constitutes the violation.

CONVENTIONS

Candidacy for or service as delegate, alternate, or proxy in any political convention or service as an officer or employee thereof is prohibited. Attendance as a spectator is permissible, but the employee so attending may not take any part in the convention or in the deliberations or proceedings of any of its committees, and must refrain from any public display of partisanship or obtrusive demonstration or interference.

PRIMARIES—CAUCUSES

An employee may attend a primary meeting, mass convention, caucus, and the like, and may cast his vote on any question presented, but he may not pass this point in participating in its deliberations. He may not act as an officer of the meeting, convention, or caucus, may not address, make motions, prepare or assist in preparing resolutions, assume to represent others, or take any prominent part therein.

MEETINGS

Service in preparing for, organizing or conducting a political meeting or rally, addressing such a meeting on any partisan political matter, or taking any part therein is prohibited.

COMMITTEES

The holding of the office of precinct committeeman, ward committeeman, etc., or service on or for any committee of a political party

organization is prohibited. An employee may attend any meeting of a political committee to which the general public is admitted but must refrain from activity as indicated in the preceding paragraphs.

Whether a committee has an ultimate political purpose determines whether an employee may properly serve as a member. An employee may be assigned to duties that, considered alone, seem far removed from active politics; but those duties may assume an active political character when considered as part of the whole program. The Commission has held that service by an employee as chairman of a food committee at an occasion signifying the opening campaign speech of a nominee for Governor of a State is not permissible. No attempt can be made to differentiate between workers on or under political committees with respect to the degree to which they are politically active.

CLUBS AND ORGANIZATIONS

Employees may be members of political clubs, but they may not be active in organizing such a club, be officers of the club or members or officers of any of its committees, or act as such, or address a political club on any partisan political matter. Service as a delegate or alternate from such a club to a league of political clubs is service as an officer or representative of a political club and is prohibited, as is service as a delegate or representative of such a club to or in any other organization. In other words, an employee may become a member of a political club and may vote on questions presented but may not take an active part in its management or affairs, and may not represent other members or attempt to influence them by his actions or utterances.

Section 6 of the act of August 24, 1912 (37 Stat. 555), provides in part—

> That membership in any society, association, club, or other form of organization of postal employees not affiliated with any outside organization imposing an obligation or duty upon them to engage in any strike, or proposing to assist them in any strike, against the United States, having for its objects, among other things, improvements in the condition of labor of its members, including hours of labor and compensation therefor and leave of absence, by any person or groups of persons in said Postal Service, or the presenting by any such person or groups of persons of any grievance or grievances to the Congress or any Member thereof, shall not constitute or be cause for reduction in rank or compensation or removal of such person or groups of persons from said service.

Active participation in the activities of a labor union by employees subject to the Hatch Act is not prohibited, where the organization is nonpartisan in character and has as its primary object improvements in the conditions of labor. Matters concerned solely with organization and management of a union of Federal employees are not political management or political activity in violation of section 9(a) of the Hatch Act, and adoption of a resolution limited to these matters would not violate the law. However, a Federal employee who engages in prohibited political activity under the direction or suggestion of a union local will be held personally accountable irrespective of whether he is acting as an individual or as a member of a group, including a union local.

Civil-service employees may hold office in organizations established for social betterment. It is pointed out, however, that in certain circumstances activities of such organizations may take on a character of partisan political activity. Employees who become members or officers of organizations of this type must take the responsibility for seeing that the activities in which they engage do not become partisan in character.

CIVIC ORGANIZATIONS AND CITIZENS' ASSOCIATIONS

Activity in organizations having for their primary object the promotion of good government or the local civic welfare is not prohibited by the act of August 2, 1939, as amended, provided such activities have no connection with the campaigns of particular candidates or parties.

CONTRIBUTIONS

Employees may make voluntary contributions to a regularly constituted political organization for its general expenditures, subject to the limitation laid down in section 608, title 18, U. S. Code. The term "contribution" includes a gift, subscription, loan, advance, or deposit of money or anything of value, and includes a contract, promise, or agreement, whether or not legally enforceable, to make a contribution.

While employees may make contributions, they may not solicit, collect, receive, disburse, or otherwise handle contributions made for political purposes. Employees may not be concerned directly or indirectly in the sale of dinner tickets of a political party organization or in the distribution of pledge cards soliciting subscriptions to the dinners.

Voluntary contributions may be made at any time, so long as they are not made to another Federal officer or employee.

It is not permissible for a Federal administrative official to furnish the names of his personnel and their addresses for the purpose of political solicitation.

In addition, certain sections of the Criminal Code place restrictions on contributions by Federal employees. As stated above, contributions may not be handed over to another person in the Federal service; they may not be solicited in a Federal building by any person, whether or not in the Federal service; etc. For the text of these sections of the criminal code and further information on this matter, see part VIII, pages 19 through 25 These sections of the criminal code are within the jurisdiction of the Department of Justice, and the law provides severe penalties for violations.

EXPRESSION OF OPINIONS

Although the act reserves to employees affected the right to "express their opinions on all political subjects and candidates," this reservation is subject to the prohibition that employees may not take any active part in political management or in political campaigns.

Public expression of opinion in such a way as to constitute taking an active part in political management or in political campaigns is accordingly prohibited.

BADGES, BUTTONS, PICTURES, AND STICKERS

Employees may not distribute campaign literature, badges, or buttons. They are not prohibited from wearing political badges or buttons or from displaying political posters or pictures in the windows of their homes or on their automobiles.

NEWSPAPERS—PUBLICATION OF LETTERS OR ARTICLES

An employee may not publish or be connected editorially or managerially with any newspaper generally known as partisan from a political standpoint, and may not write for publication or publish any letter or article, signed or unsigned, soliciting votes in favor of or against any political party, candidate, or faction. An employee who writes such a letter or article is responsible for any use that may be made of it whether or not he gives consent to such use.

The Commission has held that as a general rule a newspaper that is considered as being partisan from a political standpoint, either during the campaign or in the interval between campaigns, is regarded as being subject to application of the restrictions against activity in connection therewith. It is not required that a publication be regarded as the organ of a political organization or that it have an official connection with any political organization or party. The words "editorially" and "managerially" are intended to apply to responsibilities and duties that have to do with the making of decisions affecting the editorial policies. The objective behind the restriction on activity in connection with such publications or newspapers is prohibition of political activity of a partisan character through the medium of the public press by a person subject to the statute and the rule.

Whether or not ownership of stock or membership on a board of directors of a corporation that publishes a daily newspaper is a violation of the political-activity restrictions will depend upon the degree to which the individual, by virtue of such ownership or membership, participates in controlling the editorial policy or news management of the publication. If a Federal employee makes decisions or assists in making decisions on editorial policy or news management with respect to the political status of the publication, a violation of the restrictions occurs, but mere ownership of stock would not of itself constitute a violation of the political-activity restrictions.

There is no direct prohibition against correspondence work by an employee for newspapers. The employee will have the responsibility, however, of ascertaining that any material he submits is not in contravention of the restrictions.

ACTIVITY AT THE POLLS AND FOR CANDIDATES

An employee has the right to vote as he pleases, and to exercise this right free from interference, solicitation, or dictation by any fellow

employee or superior officer or any other person. It is a violation of the Federal Corrupt Practices Act to pay or offer to pay any person for voting or refraining from voting, or for voting for or against any candidate for Senator or Representative in, or Delegate or Resident Commissioner to, Congress. It is also a violation of the law to solicit, receive, or accept payment for one's vote or for withholding one's vote. (See U. S. Code, title 18, sec. 597.)

Under the act of August 2, 1939, it is a criminal offense for any person to intimidate, threaten, or coerce any other person for the purpose of interfering with the right of such other person to vote as he may choose in any election of a National character. It is also a criminal offense to promise any employment, position, work, or compensation, or other benefit made possible by an act of Congress, as a consideration, favor, or reward for political activity or for the support of or opposition to any political candidate or party.

An employee subject to the law must avoid any offensive activity at primary and regular elections. He must refrain from soliciting votes, helping to get out the voters on election days, acting as the accredited checker, watcher, or challenger of any party or faction, or any other partisan political activities at the polls. Rendering partisan political service, such as transporting voters to and from the polls and candidates on canvassing tours, whether for pay or gratuitously, is held to be within the scope of prohibited political activities. This is not intended to prohibit one subject to the act from transporting members of his immediate family to and from the polls, in view of the community of interest that exists in such cases. The foregoing provisions do not apply if the election in question is covered by the exceptions embodied in section 18 of the law of August 2, 1939, as amended. (See p. 16.)

The publication or distribution of election campaign statements not containing names of persons responsible therefor is prohibited by law. The United States Code, title 18, section 612, reads as follows:

> Whoever wilfully publishes or distributes or causes to be published or distributed, or for the purpose of publishing or distributing the same, knowingly deposits for mailing or delivery or causes to be deposited for mailing or delivery, or, except in cases of employees of the Post Office Department in the official discharge of their duties, knowingly transports or causes to be transported in interstate commerce any card, pamphlet, circular, poster, dodger, advertisement, writing, or other statement relating to or concerning any person who has publicly declared his intention to seek the office of President, or Vice President of the United States, or Senator or Representative in, or Delegate or Resident Commissioner to Congress, in a primary, general, or special election, or convention of a political party, or has caused or permitted his intention to do so to be publicly declared, which does not contain the names of the persons, associations, committees, or corporations responsible for the publication or distribution of the same, and the names of the officers of each such association, committee, or corporation, shall be fined not more than $1,000 or imprisoned not more than one year, or both.

ELECTION OFFICERS

A Federal employee may serve as an election officer provided that in so doing he discharges the duties of the office in an impartial manner

as prescribed by State or local law, except that he may not become a candidate for such office in a partisan election.

PARADES

An employee may not participate in or help organize a political parade. An employee may be a member of a band or orchestra that takes part in parades or rallies provided such band or orchestra is generally available for hire as a musical organization.

PETITIONS

The first amendment to the Constitution of the United States provides that "Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble and to petition the Government for a redress of grievances." Section 6 of the act of August 24, 1912 (37 Stat. 555), provides that "the right of persons employed in the civil service of the United States, either individually or collectively, to petition Congress, or any Member thereof, or to furnish information to either House of Congress, or to any Committee or Member thereof, shall not be denied or interfered with."

An employee subject to the law of August 2, 1939, as amended (the Hatch Act), is permitted to sign a nominating petition in behalf of a partisan candidate. He may not initiate such petitions or canvass for the signatures of others.

CANDIDACY FOR PUBLIC OFFICE

Candidacy for nomination or for election to a National, State, county, or municipal office is not permissible. The prohibition against political activity extends not merely to formal announcement of candidacy but also to the preliminaries leading to such announcement and to canvassing or soliciting support or doing or permitting to be done any act in furtherance of candidacy. An employee may not solicit others to become candidates for nomination or for election to such an office.[4]

The Attorney General held in an opinion to the Secretary of the Interior dated April 17, 1940 (39 Op. Atty. Gen. 423), that the Hatch Act does not apply to the acceptance and holding of a local office to which an employee was elected without being a candidate, his name not appearing on the ballot but being written in by voters. However, the Commission interprets this opinion as applicable only in cases where the writing in of an employee's name is a spontaneous action on the part of the voters and does not come about as a result of prearrangement whereby the employee was in effect a candidate before the vote was cast.

This decision is authority for the statement that the mere holding of a public office is not in itself a violation. (See also Attorney General's Circular No. 3301, October 26, 1939.)

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[4] For exceptions, see "V. Exceptions to Hatch Act Restrictions," pp. 16–18.

However, it should be noted that membership on a political committee is not a public office, within the meaning of the foregoing, even though held by election as a political representative of a ward, precinct, county, or of the voting subdivision of a State. The holding of such political offices is prohibited.

V. Exceptions to Hatch Act Restrictions

The Hatch Act specified two conditions under which political activity on the part of Federal officers and employees is permissible.

(1) Section 18 of the act sets forth an exception relating to elections not specifically identified with National or State issues or political parties.

(2) Section 16 of the act sets forth an exception relating to political campaigns in communities adjacent to the District of Columbia or in communities the majority of whose voters are employees of the Federal Government.

Both sections are quoted on page 4 of this pamphlet.

SECTION 18

To be permissible under section 18, the activity must be of a strictly local character—completely unrelated to issues and candidates that are identified with National and State political parties.

SECTION 16

For many years prior to enactment of the Hatch Act, Federal employees residing in certain municipalities near the District of Columbia were permitted to be candidates for, and to hold, local office in those municipalities.

The permission was granted either by an individual Executive order or by action of the Commission based on an Executive order, and it remained in full force and effect until the passage of the act of August 2, 1939, which prohibited active participation in political management or in political campaigns, without exception. When this act was amended by the act of July 19, 1940, a new section was added (section 16, 54 Stat. 767) whereby the Commission was authorized to promulgate regulations extending the privilege of active participation in local political management and local political campaigns to Federal employees residing in any municipalities or other political subdivisions of the States of Maryland and Virginia in the immediate vicinity of the District of Columbia or in municipalities the majority of whose voters are employed by the Government of the United States.

The Commission has promulgated regulations governing the extension of the privileges set forth in the section quoted above and copies of these regulations are available upon request to the Commission's central office in Washington, D. C. Under these regulations it is necessary that a formal request be received from the representatives of the community involved and that the petitioners furnish certain specified information relative to their community and its elections. In all cases

the final decision as to the extension of the privileges of section 16 to any individual municipality depends on the municipality's meeting certain prerequisites that are set forth in the Commission's regulations.

The Commission has extended the privileges allowed by section 16 of the Hatch Act to the following municipalities or political subdivisions by formal action recorded on the dates indicated:

In Maryland

Annapolis (May 16, 1941).
Berwyn Heights (June 15, 1944).
Bethesda (Feb. 17, 1943).
Bladensburg (Apr. 20, 1942).
Bowie (Apr. 11, 1952).
Brentwood (Sept. 26, 1940).
Capitol Heights (Nov. 12, 1940).
Cheverly (Dec. 18, 1940).
Chevy Chase, sections 1 and 2 (Mar. 4, 1941).
Chevy Chase, section 3 (Oct. 8, 1940).
Chevy Chase, section 4 (Oct. 2, 1940).
Martin's Additions 1, 2, 3, and 4 to Chevy Chase (Feb. 13, 1941).
Chevy Chase View (Feb. 26, 1941).
College Park (June 13, 1945).
Cottage City (Jan. 15, 1941).
District Heights (Nov. 2, 1940).
Edmonston (Oct. 24, 1940).
Fairmont Heights (Oct. 24, 1940).
Forest Heights (Apr. 22, 1949).
Garrett Park (Oct. 2, 1940).
Glenarden (May 21, 1941).
Glen Echo (Oct. 22, 1940).
Greenbelt (Oct. 4, 1940).
Hyattsville (Sept. 20, 1940).
Kensington (Nov. 8, 1940).
Landover Hills (May 5, 1945).
Montgomery County (Apr. 30, 1964).
Morningside (May 19, 1949).
Mount Rainier (Nov. 22, 1940).
North Beach (Sept. 20, 1940).
North Brentwood (May 6, 1941).
North Chevy Chase (July 22, 1942).
Northwest Park (Feb. 17, 1943).
Prince Georges County (June 19, 1962).
Riverdale (Sept. 26, 1940).
Rockville (Apr. 15, 1948).
Seat Pleasant (Aug. 31, 1942).
Somerset (Nov. 22, 1940).
Takoma Park (Oct. 22, 1940).
University Park (Jan. 18, 1941).
Washington Grove (Apr. 5, 1941).

In Virginia

Alexandria (Apr. 15, 1941).
Arlington County (Sept. 9, 1940).
Clifton (July 14, 1941).
Fairfax County (Nov. 10, 1949).
Town of Fairfax (Feb. 9, 1954).
Falls Church (June 6, 1941).
Herndon (Apr. 7, 1945).
Vienna (Mar. 18, 1946).
Portsmouth (Feb. 27, 1958).

Other Municipalities

Bremerton, Wash. (Feb. 27, 1946).
Port Orchard, Wash. (Feb. 27, 1946).
Elmer City, Wash. (Oct. 28, 1947).
Anchorage, Alaska (Dec. 29, 1947).
Benicia, Calif. (Feb. 20, 1948).
Warner Robins, Ga. (Mar. 19, 1948).
Sierra Vista, Ariz. (Oct. 5, 1955).
New Johnsonville, Tenn. (Apr. 26, 1956).
Huachuca City, Ariz. (Apr. 9, 1959).

The Commission's actions extending the privileges of active participation in local self-government of the above-listed communities to resident Federal officers and employees are subject to the following restrictions:

(1) Federal officers and employees in the exercise of these privileges must not neglect their official duties and must not engage in nonlocal partisan political activities.

(2) Federal officers and employees must not run for local office as candidates representing a political party or become involved in political management in connection with the campaign of a party candidate for office.

(3) Federal officers and employees who are candidates for local elective office must run as independent candidates.

(4) Federal officers and employees elected or appointed to local offices requiring full-time service must resign their positions with the Federal Government. If elected or appointed to offices requiring only part-time service they may accept and hold the same without relinquishing their Federal employment provided the holding of such part-time office does not conflict or interfere with their duties as officers or employees of the Federal Government. The department or independent agency in which Federal officers or employees are employed is the sole judge of whether or not the holding of the local office conflicts or interferes with their official duties as officers or employees of the Federal Government.

(5) The permission granted by the Commission to any particular community may be suspended or withdrawn by the Commission when in its opinion the activities resulting therefrom are or may become detrimental to the public interest or inimical to the proper enforcement of the political-activity law and rules.

VI. State Officers and Employees

This publication deals primarily with the political-activity restrictions applicable to Federal officers and employees. However, it should be mentioned that there are other provisions of the so-called Hatch Act that apply Federal political-activity restrictions to those officers and employees of a State, or local agency of a State, whose principal employment is in connection with an activity financed in whole or in part by Federal loans or grants. These restrictions are also enforceable by the United States Civil Service Commission. The following rule of jurisdiction has been adopted by the Commission in these cases:

> An officer or employee of a State or local agency is subject to the Act if, as a normal and foreseeable incident to his principal job or position, he performs duties in connection with an activity financed in whole or in part by Federal loans or grants; otherwise he is not.

The restrictions applicable to State or local agency officers and employees falling within the scope of this rule of jurisdiction prohibit the following:

(1) Use of official authority or influence for the purpose of interfering with an election or a nomination for office, or affecting the result thereof.

(2) Directly or indirectly coercing, attempting to coerce, commanding, or advising any other such officer or employee to pay, lend, or contribute any part of his salary or compensation or anything else of value to any party, committee, organization, agency, or person for political purposes.

(3) Active participation in political management or in political campaigns.

The first two restrictions are self-explanatory and the third covers the same activities that are described in part IV of this pamphlet.

VII. Federal Officers and Employees Holding State or Local Office by Appointment

By virtue of the provisions of the Act of October 31, 1951 (3 U.S.C. 301, 302), Executive Order No. 10530, as amended, and Rev. Stat. sec. 1753 (5 U.S.C. 631) the Commission on December 21, 1956, issued the following general regulation applicable to officers and employees in all departments and agencies:

Full-time Federal employees may hold positions under a State or local government on other than a full-time basis; and

Federal employees employed on other than a full-time basis may hold positions under a State or local government, whether full-time or otherwise; provided that the Federal agency determines in advance that the holding of the State or local office will not interfere with the regular and efficient discharge of an employee's Federal duties. (21 F. R. 10365.)

VIII. Criminal Law Violations and Related Subjects

In addition to being restricted by the act of August 2, 1939 (as amended), civil-service rules, Executive orders, and departmental regulations, the freedom of officers and employees of the executive civil service to engage in politics is limited by a number of statutes. These statutes are generally applicable to all officers and employees of the United States, whether or not in the competitive service, and, in some cases, the language of the statute is sufficiently broad to include any person receiving compensation for services from money derived from the Treasury of the United States, and other persons. These statutes are set forth in the following sections. Some of the activities prohibited under penalty of fine and imprisonment are:

(1) Solicitation or receipt of political contributions by one officer or employee from another.

(2) The giving or handing over of a political contribution by one employee to another.

(3) Solicitation or receipt of political contributions in a Federal building by any person, whether or not an employee of the Government.

(4) Solicitation or receipt by any person of political contributions from any person receiving any benefit under any act of Congress appropriating funds for relief.

(5) Solicitation or receipt of any thing of value, either for personal reward or as a political contribution, in return for the promise to use, or the use of, influence to secure an appointive office under the United States.

(6) Payment or the offer of payment for the use of influence in securing appointive office under the United States.

(7) Promising employment, compensation, or other benefit made possible by act of Congress as consideration or reward for political activity.

(8) Discrimination by an officer or employee in favor of, or against, another officer or employee on account of political contributions.

(9) Depriving any person on account of race, creed, color, or political activity, of compensation or other benefit made possible by any act of Congress appropriating funds for relief.

(10) Disclosure for political purposes of any list or names of persons receiving benefits under an act of Congress appropriating funds for relief and the receipt of such a list or names for political purposes.

POLITICAL ASSESSMENTS

Solicitation of Political Contributions

The United States Code, title 18, section 602, reads as follows:

Whoever, being a Senator or Representative in, or Delegate or Resident Commissioner to, or a candidate for Congress, or individual elected as, Senator, Representative, Delegate, or Resident Commissioner, or an officer or employee of the United States or any department or agency thereof, or a person receiving any salary or compensation for services from money derived from the Treasury of the United States, directly or indirectly solicits, receives, or is in any manner concerned in soliciting or receiving, any assessment, subscription, or contribution for any political purpose whatever from any other such officer, employee, or person, shall be fined not more than $5,000 or imprisoned not more than three years, or both.

Solicitation From Benefit Recipients

The United States Code, title 18, section 604, reads as follows:

Whoever solicits or receives or is in any manner concerned in soliciting or receiving any assessment, subscription, or contribution for any political purpose from any person known by him to be entitled to, or receiving compensation, employment, or other benefit provided for or made possible by any Act of Congress appropriating funds for work relief or relief purposes, shall be fined not more than $1,000 or imprisoned not more than one year, or both.

Furnishing List of Benefit Recipients

The United States Code, title 18, section 605, reads as follows:

Whoever, for political purposes, furnishes or discloses any list or names of persons receiving compensation, employment or benefits provided for or made possible by any Act of Congress appropriating, or authorizing the appropriation of funds for work relief or relief purposes, to a political candidate, committee, campaign manager, or to any person for delivery to a political candidate, committee or campaign manager; and

Whoever receives any such list or names for political purposes—

Shall be fined not more than $1,000 or imprisoned not more than one year, or both.

Circulars of Solicitation Bearing Names of Federal Employees

In an opinion of October 17, 1902 (24 Op. 133), the Attorney General held that the sending of a circular letter by a political committee to Federal officers and employees soliciting financial aid in Congressional or State elections, upon or attached to which appear the names of Federal officers or employees, is a violation of section 11 of the Civil Service Act (now sec. 602, title 18, of the U. S. Code), which declares that no officer or employee of the Government shall be in any manner concerned in soliciting or receiving any assessment or contribution for

any political purpose whatever from any officer or employee of the United States. The statute unquestionably condemns all such circulars, notwithstanding the particular form of words adopted, in order to show a request rather than a demand, and to give the responses a quasi-voluntary character.

"Political Assessments" Defined

The following is an extract from the decision in *United States* v. *Scott* (74 Fed. 213), in the Circuit Court of the District of Kentucky, rendered October 7, 1895, by Taft, J.:

To charge a man with soliciting a contribution from United States officers for a political purpose carries with it by implication a charge that the accused knew the purpose for which the contribution was solicited. The words "for a political purpose" may reasonably be construed to qualify not only the contribution but the solicitation. Similarly, to charge that a man received from another his contribution for a political purpose, by implication charges that the reception was for the same purpose as the contribution. * * * Nor was it necessary to set out the specific averment that the defendant knew that the persons from whom the contributions were received were officers of the United States.

The following extract is from the decision rendered by McCall, J., in the case of *United States* v. *Dutro, L. W.*, 1913, Western District of Tennessee (unreported):

The statute under which the indictment was found prohibits (and I shall speak of this concrete case) the postmaster at Memphis, Tenn., from receiving, or being in any manner concerned in receiving, any assessment, subscription, or contribution for any political purpose whatever from any official, clerk, or employee of the United States.

There are four counts in the indictment. Two of them charge the defendant with receiving subscriptions and contributions for political purposes from an officer, clerk, or employee of the United States, and two of them charge defendant with being concerned in receiving such assessment or subscription for political purposes from a clerk or employee of the United States.

Evidently one of the purposes of Congress in enacting the legislation was to prohibit superior officers from bringing pressure to bear upon their subordinates in order to secure contributions for campaign purposes, and the act is couched in very broad terms.

This evidence (which so far is uncontradicted) shows that the defendant, Mr. Dutro, did receive two contributions for campaign purposes from an officer or clerk or employee of the United States. Whatever may have been Mr. Dutro's frame of mind in regard to his connection with it, the one fact remains, as the evidence shows, that he received these contributions for the purposes and from the parties which the law prohibits. Perhaps and no doubt he did so without any thought that he was violating any statute, and felt that he was acting purely as a conveyor of these contributions to the political parties for whom they were intended, to accommodate those who were making the contributions, and purely as a personal matter, but I think under the evidence his action was in violation of the statute.

The other two counts, as I have pointed out, charge the defendant with being concerned in receiving assessments, subscriptions, or contributions for campaign purposes from a clerk, employee, or officer of the United States. There is a controversy here between counsel as to what the word "concerned" means. From what the law books say which have been read here, and from my own impression, it seems that the word "concerned" means to be interested in, or take part in, receiving such contributions. If Mr. Dutro, by his connection with these two subscriptions, took a part in the contributions being made by employees of the Government for campaign purposes, he would be guilty. I think the natural construction of the phrase or term or word necessarily leads to the conclusion that he did take a part in

receiving the contributions, because he received and conveyed them from the contributors to the parties for whom they were intended, and, as the proof so far shows, he knew that the parties who were making the contributions were clerks under him in the Post Office Department, and he knew the purpose for which the money was to be used and where it was to go.

The foregoing case definitely establishes the principle that an employee of the Government who receives a political contribution from another such employee as a mere agent or messenger for the purpose of turning it over to a political organization commits a violation of the statute.

Solicitation or Receipt of Political Contributions in Federal Buildings

The United States Code, title 18, section 603, reads as follows:

> Whoever, in any room or building occupied in the discharge of official duties by any person mentioned in section 602 of this title, or in any navy yard, fort, or arsenal, solicits or receives any contribution of money or other thing of value for any political purpose, shall be fined not more than $5,000 or imprisoned not more than three years, or both.

Letters Addressed to Federal Buildings

The Commission by a minute of March 23, 1897, held that addressing a letter to a Government employee in a Government building soliciting political contributions is a solicitation in that building, but notwithstanding numerous violations no opportunity arose of having the question judicially determined until 1907, when an indictment was obtained against Edward S. Thayer at Dallas, Tex. A demurrer to the indictment was sustained on the ground that the act required the personal presence in the Government building of the solicitor. Appeal was taken to the Supreme Court, and the judgment of the lower court was reversed. (*United States* v. *Thayer*, 209 U. S. 39.) The opinion of the Court, delivered by Justice Holmes on March 9, 1908, establishes definitely the proposition that solicitation by letter or circular addressed to and delivered by mail or otherwise to an officer or employee of the United States at the office or building in which he is employed in the discharge of his official duties is a solicitation "in a room or building" within the meaning of this section, the solicitation taking place where the letter was received. (See also *United States* v. *Smith*, 163 Fed., 926, where the letter was personally delivered.)

Letters Delivered in Federal Buildings

The act of sending through the mails letters to Government employees soliciting political contributions, their street or home address being omitted from the envelopes, with the result that the letters are delivered by the postal authorities in the Government building in which they are employed, may constitute a violation of section 603 of title 18 of the United States Code. It is a maxim of law that a person is presumed to intend the natural and probable consequences of his acts, and failure or omission to take measures to avoid delivery of such letters in a Government building will render the offender liable to prosecution.

Discrimination on Account of Political Contributions

The United States Code, title 18, section 606, reads as follows:

Whoever, being one of the officers or employees of the United States mentioned in section 602 of this title, discharges, or promotes, or degrades, or in any manner changes the official rank or compensation of any other officer or employee, or promises or threatens so to do, for giving or withholding or neglecting to make any contribution of money or other valuable thing for any political purpose, shall be fined not more than $5,000 or imprisoned not more than three years, or both.

Payment of Political Contributions by One Employee to Another

The United States Code, title 18, section 607, reads as follows:

Whoever, being an officer, clerk, or other person in the service of the United States or any department or agency thereof, directly or indirectly gives or hands over to any other officer, clerk, or person in the service of the United States, or to any Senator or Member of or Delegate to Congress, or Resident Commissioner, any money or other valuable thing on account of or to be applied to the promotion of any political object, shall be fined not more than $5,000 or imprisoned not more than three years, or both.

POLITICAL COERCION

Section 2, clause second, of the Civil Service Act directs that the civil-service rules "shall provide and declare as nearly as the conditions of good administration will warrant, as follows: * * * Sixth. That no person in said service has any right to use his official authority or influence to coerce the political action of any person or body." In pursuance of this section, Civil Service Rule IV, section 4.1, provides, in part, that "Persons in the executive branch * * * shall not use their official authority or influence for the purpose of interfering with an election or affecting the result thereof." This provision applies to all persons in the executive civil service, and is held to prohibit a superior officer from requesting or requiring the rendition of any political service or the performance of political work of any sort by subordinates.

Intimidation and Coercion of Voters in Elections of Certain Officers

The United States Code, title 18, section 594, reads as follows:

Whoever intimidates, threatens, coerces, or attempts to intimidate, threaten, or coerce, any other person for the purpose of interfering with the right of such other person to vote or to vote as he may choose, or of causing such other person to vote for, or not to vote for, any candidate for the office of President, Vice President, Presidential elector, Member of the Senate, or Member of the House of Representatives, Delegates or Commissioners from the Territories and Possessions, at any election held solely or in part for the purpose of electing such candidate, shall be fined not more than $1,000 or imprisoned not more than one year, or both.

Administrative Employees of United States or Any State—Use of Official Authority To Influence Elections

The United States Code, title 18, section 595, reads as follows:

Whoever, being a person employed in any administrative position by the United States, or by any department or agency thereof, or by the District of Columbia, or any agency or instrumentality thereof, or by any State, Territory, or Possession

of the United States, or any political subdivision, municipality, or agency thereof, or agency of such political subdivision or municipality (including any corporation owned or controlled by any State, Territory, or Possession of the United States or by any such political subdivision, municipality, or agency), in connection with any activity which is financed in whole or in part by loans or grants made by the United States, or any department or agency thereof, uses his official authority for the purpose of interfering with, or affecting, the nomination or the election of any candidate for the office of President, Vice President, Presidential elector, Member of the Senate, Member of the House of Representatives, or Delegate or Resident Commissioner from any Territory or Possession, shall be fined not more than $1,000 or imprisoned not more than one year, or both.

This section shall not prohibit or make unlawful any act by any officer or employee of any educational or research institution, establishment, agency, or system which is supported in whole or in part by any State or political subdivision thereof, or by the District of Columbia or by any Territory or Possession of the United States; or by any recognized religious, philanthropic, or cultural organization.

Use of Official Authority in Coercing Voters

The United States Code, title 18, section 598, reads as follows:

Whoever uses any part of any appropriation made by Congress for work relief, relief, or for increasing employment by providing loans and grants for public-works projects, or exercises or administers any authority conferred by any Appropriation Act for the purpose of interfering with, restraining, or coercing any individual in the exercise of his right to vote at any election, shall be fined not more than $1,000 or imprisoned not more than one year, or both.

POLITICAL DISCRIMINATION

Failure To Contribute or Render Political Service Not Prejudicial

Section 2, clause second, of the Civil Service Act reads as follows:

Fifth, that no person in the public service is for that reason under any obligations to contribute to any political fund, or to render any political service, and that he will not be removed or otherwise prejudiced for refusing to do so.

Deprivation of Employment, Compensation, or Other Benefit

The United States Code, title 18, section 601, reads as follows:

Whoever, except as required by law, directly or indirectly, deprives, attempts to deprive, or threatens to deprive any person of any employment, position, work, compensation, or other benefit provided for or made possible by any Act of Congress appropriating funds for work relief or relief purposes, on account of race, creed, color, or any political activity, support of, or opposition to any candidate or any political party in any election, shall be fined not more than $1,000 or imprisoned not more than one year, or both.

Prohibition Against Racial, Political, or Religious Discrimination

Section 4.2 of Civil Service Rule IV reads as follows:

No person employed in the executive branch of the Federal Government who has authority to take or recommend any personnel action with respect to any person who is an employee in the competitive service or any eligible or applicant for a position in the competitive service shall make any inquiry concerning the race, political affiliation or religious beliefs of any such employee, eligible, or applicant. All disclosures concerning such matters shall be ignored, except as to such membership in political parties or organizations as constitutes by law a disqualification for Government employment. No discrimination shall be

exercised, threatened, or promised by any person in the executive branch of the Federal Government against or in favor of any employee in the competitive service, or any eligible or applicant for a position in the competitive service because of his race, political affiliation or religious beliefs, except as may be authorized or required by law.

PURCHASE AND SALE OF PUBLIC OFFICE

Offer To Procure Appointive Public Office

The United States Code, title 18, section 210, reads as follows:

Whoever pays or offers or promises any money or thing of value, to any person, firm, or corporation in consideration of the use or promise to use any influence to procure any appointive office or place under the United States for any person, shall be fined not more than $1,000 or imprisoned not more than one year, or both.

Acceptance or Solicitation To Obtain Appointive Public Office

The United States Code, title 18, section 211, reads as follows:

Whoever solicits or receives, either as a political contribution, or for personal emolument, any money or thing of value, in consideration of the promise of support or use of influence in obtaining for any person any appointive office or place under the United States, shall be fined not more than $1,000 or imprisoned not more than one year, or both.

Whoever solicits or receives anything of value in consideration of aiding a person to obtain employment under the United States either by referring his name to an executive department or agency of the United States or by requiring the payment of a fee because such person has secured such employment shall be fined not more than $1,000, or imprisoned not more than one year, or both. This section shall not apply to such services rendered by an employment agency pursuant to the written request of an executive department or agency of the United States.

Promise of Employment, Compensation, or Other Benefit

The United States Code, title 18, section 600, reads as follows:

Whoever, directly, or indirectly, promises any employment, position, work, compensation, or other benefit, provided for or made possible in whole or in part by any Act of Congress, to any person as consideration, favor, or reward for any political activity or for the support of or opposition to any candidate or any political party in any election, shall be fined not more than $1,000 or imprisoned not more than one year, or both.

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Dear Emory Via:

Enclosed is the Huntsville Council newsletter. This will give you a part of the story of what we are working on. At home I have correspondence from CSC, and I'll send copies of this within a few days.

The Huntsville Council is interested in helping Negroes get a larger share of federal jobs. We are also interested in seeing that certified civil service applicants get protection from improper discrimination. We are puzzled that many supervisors seem to be able to hire whomever they set their caps for, which may be all right. But do they get around the civil service registers?

Aside from the general problem I have had a problem of my own. I shall mention this particular problem only because the information I have because of it is possibly relevant to the general problem. I would still like to attain my objective, which is placement in the MSFC personnel office, but it may be better to try to keep from mixing that with the more general goal.

I filed a complaint with The President's Committee on Equal Employment Opportunity in 1961 and was hired as clerk-steno by Marshall Space Flight Center in 1962 (March). I had been seeking employment in professional legal or personnel fields since late 1959. Not until I decided to settle for anything, namely clerk-steno, did I get strong evidence of a deliberate run-around. After I was hired as a clerk-steno I was asked to drop the complaint but wouldn't do it. I wanted a hearing because I believed that discrimination which seemed to have delayed my employment in a clerical capacity tended to prove that my inability to get into a personnel office position was also due to discrimination. My only professional experience up to then had been in personnel work with the Civil Service Commission. I studied law at night in Georgia and am a member of the Georgia bar. Anyway, the agency would never grant a hearing. I did advance and now have a professional position as a historian. A year-and-a-half or so ago I got evidence that I had been called a communist. I tried to re-open the case hoping to succeed in getting a transfer into personnel work. Incidentally, the local Human Relations Council was supposed to be the communist group. Civil Service Commission, Washington, sent my complaint to the Atlanta office, Fifth Region. Fifth Region called my agency and was told I had not filed with the agency (and not told that I had never dropped the original complaint and never been granted a hearing). Civil Service sent the whole file back and told me to take it up with the agency. I did all that again and never got a hearing from the agency. I then sent the file back to Washington but got no backing. It really had been a long time. It may be that with a law suit I could force the agency to grant my legal right to a hearing. The time I might have pushed it further was this past June. I didn't, and I don't see much I could do now. The case was pretty old by the time I got the evidence about the phony communist charge.

During all this hassle, this past year, I was told by Marshall Space Flight Center's Equal Employment Policy Officer that an agency need only consider an applicant thrice and then had the right to ask that he no longer be certified. I knew the agency had hired temporary clerk-stenos who were unqualified because of the shortage of certified applicants for these jobs. I couldn't believe that Civil Service would allow certified applicants to be dropped by an agency using

emergency privileges to hire unqualified applicants (or at least uncertified applicants). However, a couple of checks with the local civil service rep., Robert Seay, have ended up with him backing the agency position. First he told me that an applicant should make himself wanted (a difficult thing for a Negro to do, though that happens not to be my problem). Then this past year he confirmed the statement that an agency could drop an applicant after three considerations. I found this incredible. I checked it with Nicholas J. Oganovic, Executive Director of the Civil Service Commission in Washington. He first said it was not true, (by phone). Written answers from CSC have been evasive. Finally, we got an answer citing support for the practice the agency and the local CSC rep. claim the right to.

Although I think I could do some good in the personnel office (but not as much as they seem to fear), I may be at the end of my rope on that one. Since this all began I've obtained almost five years experience in the wrong field. I only had a year-and-a-half in the right one.

What we don't want to give up on is the general question. How much does the spoils system really still exist? How much leeway can a few personnel office people really take to stack the policy jobs? Is there any real protection from CSC to certified applicants? I'll send you more material later.

Hastily,

Evelyn Falkowski

Evelyn Falkowski

P.S. There's supposed to be no reprisal for the filing of a complaint. That's why I hoped to transfer to the field where my heart is--feeling that an unfair taint had blocked me there. Still, at this point a lack of enthusiasm on the part of CSC is understandable. It seems I may have expected too much from the agency too. I do feel that there are people both in CSC and in my agency who are sincerely interested in equal employment opportunity. If so, maybe we can find help in determining whether this loop hole that seems to exist can be closed, what its ramifications are, etc. The agency says it needs a way to get rid of an undesirable certified applicant. Maybe it can't have that without also being able to get rid of desirable applicants. At least notice to CSC and an applicant would give opportunity for filing of complaints if these are in order.

2200 E. Governors Dr.
Huntsville, Alabama

HUNTSVILLE, AL
1966
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Mr. Emory Via, Labor Education Director
Southern Regional Council
5 Forsyth St. N. W.
Atlanta, Georgia 30303

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JOSEPH HAAS, COUNSEL
PAUL ANTHONY, EXECUTIVE DIRECTOR

Southern Regional Council, Inc.
5 FORSYTH STREET, N. W. ATLANTA, GEORGIA 30303
JAckson 2-3744

A Council to attain the ideals and practices of equal opportunity for all peoples in the South

December 12, 1966

U. S. Civil Service Commission
Washington, D. C.

Dear Sirs:

Please send me a copy of your publication "Political Activity of Federal Offices and Employees" (pamphlet No. 20).

Sincerely,

Emory F. Via

Emory F. Via, Director
Labor Program

EFV/km

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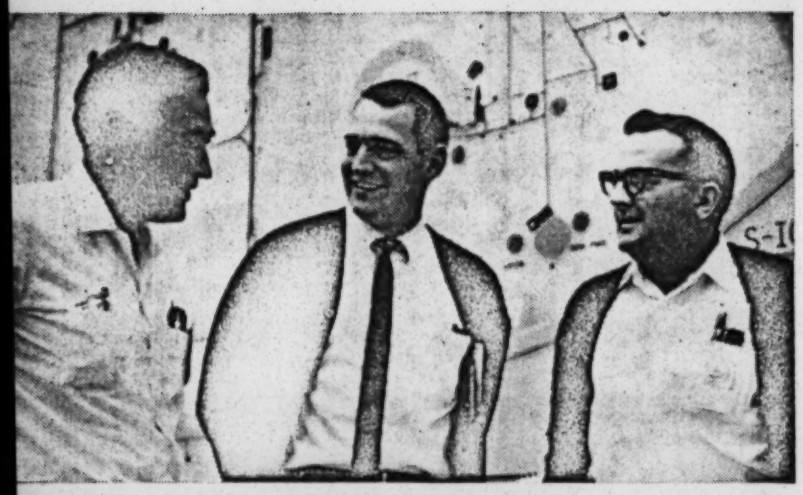

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Joe Jones, Chief of News Branch

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Requirements include a bachelor's degree, U. S. citizenship, a satisfactory pre-employment security investigation and a satisfactory pre-employment physical examination.

Applicants with proof of exceptional qualifications and executive potential in administrative fields could be considered by a special staffing committee reviewing qualifications for jobs in critical fields.

Advantages to the Marshall Center would include the tapping of a potential source of much-needed manpower and adding prospects to a reservoir of executives.

Women interested in this program are invited to request counseling from an MSFC recruiting officer or personnel management specialist before submitting application forms (Standard Form 57). They may telephone the MSFC staffing office at 877-2726 for an appointment.

SCORE

(Continued From Page 1)

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Comp Lab	4	1	46.6	46.2
Quantum Jumpers	5	2	55.4	46.9
Quality Controllers	4	2	48.2	42.0*
Aero-Jets	3	3	52.7	57.2
Fireballers	3	3	52.3	50.3
Navigators	1	4	37.0	47.6
Purchasing	1	5	46.7	56.5
FMO	0	5	35.2	52.4

*Leads League

INDIVIDUAL SCORING LEADERS

Name	Team	G	TP	APG
Donald,	Fireballers	6	142	23.7
G. Arnett,	Quantum Jumpers	6	110	18.3
Horst,	Aero-Jets	4	72	18.0
Hill,	Aero-Jets	6	100	16.7
Compton,	Quality Controllers	6	86	14.3
Beranek,	Scramblers	5	71	14.2
Everitt,	Scramblers	6	83	13.8
Morris,	Quality Controllers	5	64	12.8
Cason,	Purchasing	6	68	11.3
Newton,	FMO	3	34	11.3
Junkin,	Comp Lab	5	55	11.0
Williams (B. J.)	Purchasing	6	64	10.7
D. Arnett,	Scramblers	6	63	10.5
Erwin,	Scramblers	5	52	10.4
Settle,	Comp Lab	5	52	10.4

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Marshall Star

Vol. 7; No. 15 NASA George C. Marshall Space Flight Center — Huntsville, Ala. 35812 JANUARY 4, 1967

Two More Apollo Crews Named For 1967 Flights

Two more prime flight crews for Apollo missions, to be boosted during the New Year, have been named by NASA Headquarters.

The prime crew for AS-205/208, the second manned mission, is James A. McDivitt, commander; David R. Scott, command module pilot; and Russell Schweickart, lunar module pilot. The backup crew is Thomas P. Stafford, commander; John W. Young, CM pilot; and Eugene A. Cernan, LM pilot.

The prime crew for AS-503, the first manned Apollo flight boosted

(See FLIGHTS on Page 7)

NASA Score Leaps Ahead During 1966

The moon got closer in 1966.

Reflecting on some of the major NASA accomplishments of what is now "last year," five pairs of Gemini twins gave the U. S. almost a month of additional manhours in space.

The Uprated Saturn I verified the performance of liquid hydrogen in orbital flight and qualified the Apollo spacecraft for manned flights.

The first of three 1966 Uprated Saturn I vehicles made its flight last February 26, testing the capability of the vehicle for the first

(See SCORE on Page 2)

BULLETIN

The second static test of the S-II-1 rocket stage was apparently successful, firing for exactly six minutes Friday afternoon, Dec. 30, from 3:34 to 3:40 p.m. This second stage of the Saturn V will be a part of the first unmanned flight, AS-501, scheduled for the second quarter of this year.

Interests Expanding Here As New Year Gets Going

The Marshall Center ended 1966 on a note of diversification and expansion of interests.

Launch vehicle development, which has long been the major interest here, headed the list of achievements in an eventful and productive year. Three Uprated Saturn I launch vehicles were sent into space, making the Saturn success string 13 straight.

Signs of expansion of interests were evidenced by:

Assignment of the Apollo Telescope Mount project management responsibility to the Marshall Center.

Start of some preliminary work on other missions for the Apollo-Saturn hardware after the first lunar landing.

The Marshall Center's economic impact on the Huntsville community was also important in 1966. The Center's 7,500 civil service employees earned in excess of $82 million. Some 650 of these government employees are working at other locations throughout the United States.

At the year's end, there were some 4,085 support contractor employees working at the Center's Redstone Arsenal complex. They earned an estimated $55 million, bringing the direct and indirect payroll for 1966 to about $137 million.

Several thousand workers are employed by contractors in Huntsville in connection with MSFC programs.

Marshall Center officials foresee

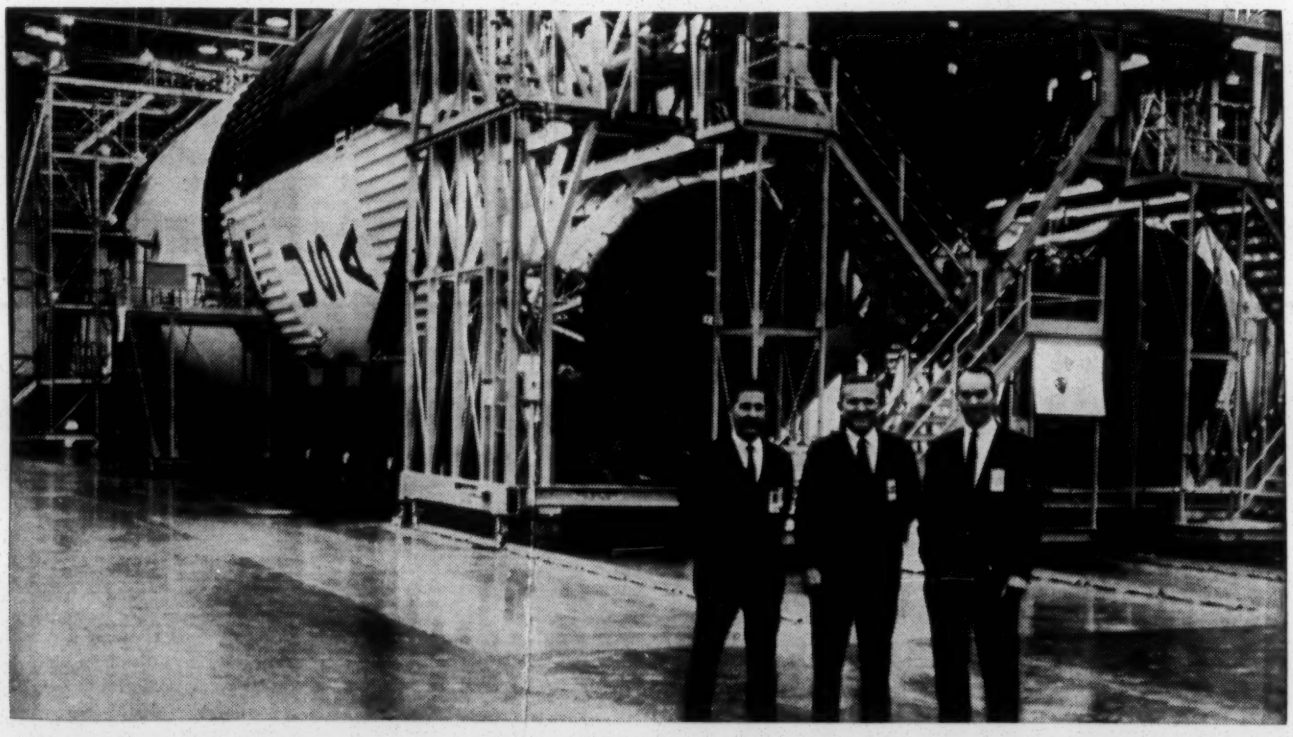
(See INTEREST on Page 7)

Chrysler's Pact Modified For Long Lead Time Items

A contract modification calling for the Chrysler Corp. to begin procuring long lead time items for additional Uprated Saturn I first stages has been awarded by the Marshall Center.

Under the $7,201,548 supplemental agreement, to be completed by June 30, Chrysler will procure the materials, components

(See PACT on Page 7)

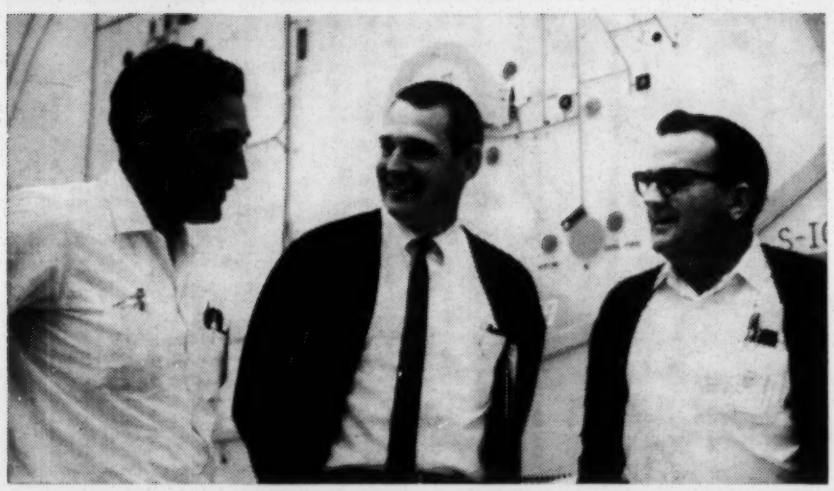


STICKING TOGETHER—Astronauts (l to r) William Anders, Frank Borman and Michael Collins, named as the crew of AS-503, the first manned Apollo mission to be boosted by a Saturn V, recently visited the Michoud Assembly Facility for a look at the giant S-IC boosters, one of which will start them on their way into a simulated lunar landing mission sometime this year.

DIRECTOR GOES TO ANTARCTICA

Dr. von Braun was scheduled to arrive at McMurdo Sound, Antarctica, Monday with three other NASA officials to observe investigations in progress under the U.S. Antarctic research program.

Also making the trip were: Dr. Ernst Stuhlinger, director of Research Projects Lab here; Dr. Robert R. Gilruth, director of Manned Spacecraft Center; and Dr. Maxime Faget, director of Engineering and Development at MSC.



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NASA To Buy 14 Delta Top Stages

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The 14 improved upper stages will be modified to be mated with longer Thor first stages which NASA plans to use in the Delta configuration in 1968.

There have been 40 successful Delta flights, which have launched communications, weather and scientific Earth satellites and Pioneer deep space probes.

Work on the estimated $15 million contract will be performed at the Douglas Missile and Space Systems Division, Santa Monica, Calif.

Haglund Is Named Surveyor Manager

Howard Haglund has been named manager of the Surveyor Project Office at the California Institute of Technology's Jet Propulsion Laboratory.

Haglund, formerly deputy project manager and spacecraft system manager for Surveyor, succeeds Robert J. Parks.

Parks is returning to his former position as assistant laboratory director for Lunar and Planetary Projects.

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January 10, 1967
2200 E. Governors Dr.
Huntsville, Alabama

Mr. Emory Via
Southern Regional Council
Forsyth Bl.
Atlanta, Georgia

Dear Mr. Via:

Enclosed is an article that is encouraging as to opportunities for women. I inquired within Marshall about the pre-employment security check. (I think my federal employment might have started early in 1960 rather than in 1962 had it not been for agencies playing it safe and avoiding me after a phony communist charge turned up in a pre-employment security check. I was lucky to be able to solve the problem ever and probably couldn't have done it if I hadn't decided to settle for a clerk-steno job. Then by-passing was easier to pin down.)

A person who works for racial justice might be called a communist and have his career stopped by an agency's decision not to take a chance on hiring him. There is hope that agencies and the Civil Service Commission are careful about this now. Still, it would be good to know what could happen on the basis of a pre-employment security check. Can a person be eliminated on the basis of anything less than a complete investigation. I was once told that there could be no full investigation unless a person was hired. So what happens if derogatory information comes up on a pre-employment check? Keep this question in mind when you have time to look into these things.

This past week I was told that a person would usually be called in and given a chance to explain. When wouldn't they? I'm reluctant to beat it around more here. Reassurance from Civil Service Commission about legal protection to individuals would be nice.

Sincerely,

Evelyn Falkowski

Evelyn Falkowski

This was hastily written. I wish you success on your various projects.

2200 E. Governors Dr.
Huntsville, Ala.

HUNTSVILLE, AL
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1967

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Mr. Emory Via
Southern Regional Council
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WASHINGTON WINDOW

Surge Of Federal Unions Brings Problems To Light

By LES FINNEGAN

The swift growth in recent years of unions representing federal employees has become well known as one of the brightest developments in the American labor movement. What was not generally known until last week is the phenomenal surge in the number of federal workers covered by collective bargaining agreements.

More than 250 federal mediators, attending a national seminar in Washington sponsored by the Federal Mediation and Conciliation Service, were astonished to learn that while six years ago only 19,000 federal employees worked under union contracts, today 1,054,000 enjoy the benefits and protections of union-management agreements.

U. S. Civil Service officials told the mediators that this unprecedented growth in contract coverage is also reflected in the fact that in 1961 there were only 26 recognized bargaining units and virtually all of these were in such installations as Tennessee Valley Authority and Bonneville Dam. Today Uncle Sam deals with 111 unions and has negotiated 600 union contracts. The Civil Service spokesmen also revealed that the 1,054,000 union members represent a 33% increase since 1961. Federal employment (exclusive of the military) currently totals 2,700,000.

(The year 1961 was used as a base year both by Civil Service and union officials participating in the seminar because it was in 1961 that President Kennedy issued an executive order authorizing, and even encouraging, federal departments and agencies to bargain collectively and negotiate agreements.)

The accelerated growth of unionism and contracts is one of the healthiest and most promising developments in federal employment, two union presidents agreed. But John Griner, president of the American Federation of Government Employees, and E. C. Hallbeck, president of the United Federation of Postal Clerks, warned that the rapid emergence of unionism in federal service is accompanied by the emergence of new problems.

Two problems overshadow all others, Griner and Hallbeck told the mediators. First, because collective bargaining came so tardily to government employment, federal benefits and protections lag far behind the standards in private industry and business. But federal employees "will never be satisfied until they have the advantages enjoyed in private employment".

Second, there is a crying need, in Griner's words, for "somewhere we can go to have our contracts enforced and somewhere we can file unfair labor practice charges if necessary".

The latter problem, Griner and Hallbeck agreed, requires the establishment of "a little NLRB" for labor and management in government. There must be, said Griner, a clarification of the Civil Service law or the Executive Order. For one thing, penalty provisions are needed, Griner asserted. "Management doesn't like the idea of penalty provisions but management has no more right to immunity from penalties than federal employees."

Hallbeck and Griner agreed that a cornerstone of all federal employee unionism has been — and must be — rejection of the right to strike against the government.

"But that no-strike sentiment is no longer unanimous," said Hallbeck. "For the first time in our union's history a resolution was introduced at our last convention to repeal the no-strike clause in our constitution. It was defeated overwhelmingly but it was there; it was introduced."

In reply to a question, Griner and Hallbeck expressed belief that the Federal Mediation and Conciliation Service can play a valuable role in the relations between government unions and federal agencies.

Griner added, "You mediators should have the right to organize your own union if you want it." This was construed as a reference to a news report from St. Louis the week before that a group of federal mediators had approached a Missouri law firm and requested an informal poll to ascertain whether the mediators generally favored creation of their own union.

Civil Service Commission Chairman John W. Macy Jr., addressing the same audience, said the Commission was not yet convinced that a "little NLRB" or a special panel would be best for labor-management relations in government. One of the continuing problems, he said, was that "some unions find it difficult to accept the fact that persons in managerial positions may not serve in positions of union leadership".

Griner took blunt issue with Macy and argued that a "little NLRB" would stabilize labor-management relations in government and make it clear to all that a contract can be enforced and policed.

Mo. TEAMSTER 1/27/67

UNITED STATES CIVIL SERVICE COMMISSION
BUREAU OF INSPECTIONS
WASHINGTON, D.C. 20415

IN REPLY PLEASE REFER TO
IE:INF
YOUR REFERENCE

FEB - 7 1967

Mr. Don Ring
President, Huntsville Council on
Human Relations
2206 East Governors Drive
Huntsville, Alabama 35801

Dear Mr. Ring:

Thank you for sending us your November 1966 Newsletter. There are several points mentioned in the letter about our certification procedures on which I would like to comment.

I would like to explain the basis for our policy that permits Federal agencies to ask the Civil Service Commission to discontinue certifying to them nonveteran applicant eligibles who have been considered and nonselected three times under the "rule of three." This concept that the same appointing officer need not consider a particular eligible more than a limited number of times is as old as the Civil Service Act itself. It is based on Congressional recognition of the principle that it would be unconstitutional to so restrict the choice of an appointing officer that he has no discretion in making appointments. The first civil service rules in May 1883, provided that "No person upon any register shall be certified more than three times to the same appointing officer in the Customs or Postal Service, or more than twice to any department at Washington, unless upon request of the appointing officer." Comparable provisions varying in detail have appeared in the civil service rules and regulations down to the present time. These provisions have all been based on the principle that the civil service rules may not so restrict the choice of an appointing officer that he has no discretion in selection and appointment.

It is important to bear in mind, however, that the applicant eligible remains on the examining register and that he is eligible for certification to other Federal departments and agencies. Nonselection by one agency in a particular locality does not mean he is dropped by all agencies.

yes, but nonselection by all Huntsville agencies.

I want to make one point very clear, however. While the rule of three is designed to give the appointing power a certain amount of freedom of choice, this is intended to permit him to make judgments solely on the basis of the best placement possible in the job. There is a very clear prohibition against the use of this discretion as a basis for

How does CSC monitor this

discriminating on political grounds or because of race, religion, color, sex, or national origin. Any applicant who believes that an appointing authority has discriminated against him on any of those grounds can make a complaint and the circumstances will be investigated. The Civil Service Commission has authority to take corrective action if it finds that discrimination has taken place in appointments.

It might be months before applicant finds out he's dropped.

Whether an applicant-eligible is "screened out" by the personnel officer of an agency or by "hiring supervisors" would vary with the appointment practices of the different agencies and in all probability with the level and type of position being filled. In many agencies, the personnel office would make the decision on selection or nonselection where the position is of an unskilled, semi-skilled, or clerical type. However, where the position is professional, technical, or a high level clerical position, the decision would generally be made by supervisory operating officials.

Personnel office dropped qualified clerk-steno, hired uncertified people because of critical shortage.

The Newsletter also discusses the use of personnel chiefs by some agencies to decide discrimination complaints. Generally, agencies tend to assign the processing of discrimination complaints outside the personnel office. However, there is nothing inherently wrong with the performance of this function by personnel staff and officials.

white-wash?

I also want to comment about the statement in the Newsletter that applicants may "feel less hope of help now that they must appeal to the U. S. Civil Service Commission to appeal an agency's action." The Civil Service Commission takes its responsibilities very seriously. We have been mounting a major campaign throughout the country to give full effect to the President's directives not only in the handling of individual discrimination complaints, but also in furthering the positive aspects of this program. We believe that the assignment of this responsibility to the Civil Service Commission has actually led to an increased level of confidence in our capacity to exercise leadership in this program. While the President's Committee for Equal Employment Opportunity, which was abolished when the Commission was assigned this responsibility, was an independent body, the Civil Service Commission has the advantage of being responsible generally for the personnel management program and has more resources to assign to this objective.

Good

E7.

I hope we can count on the cooperation and assistance of organizations like yours in achieving our common objective.

Sincerely yours,

Gilbert A. Schulkind

Gilbert A. Schulkind
Director

HUNTSVILLE COUNCIL ON HUMAN RELATIONS

Our purpose . . .

To promote channels for prompt and easy communication between individuals and groups of all races--

To foster an atmosphere and environment in which citizens of all races, creeds, and colors can exist and work together in decency and dignity--

NEWSLETTER, NOVEMBER 1966

NEXT MEETING

A.H.A.C. Panel Speakers
Topic: Use of Sterne Foundation Gift for Community Resources Development
Time: Tuesday, November 29, 8 p.m.
Place: Unitarian Church, 701 E. Clinton

Association of Huntsville Area Contractors Director, L. C. McMillan; Col. E. R. Billings and Col. L.M. Anderson of the Community Resources Development Project will present a very important program for our members. They will tell about the Sterne Foundation grant and the purposes for which it is intended. We will be able to discuss Huntsville's challenge and our own role in the program to encourage greater utilization of Alabama's human resources.

STATE AND LOCAL OFFICERS

Nominees for office in the Alabama Council include, for President, Dr. Gomillion of Tuskegee, for Secretary, Carolyn McCoy of Huntsville. Jane Reed of Huntsville was nominated for re-election to the executive committee. New additions to the executive committee, subject to their election, will be Rev. Elwinger, a Lutheran minister of Birmingham; Allen Black, Jr., a Legal Defense Fund executive of Florence, and Kathleen Wood of Mobile.

Huntsville nominees to the Alabama Council board are Don Ring and Joe Wilson. Joan Cashin's term continues.

Nominees for local Council office are: President, Joe Gannon; Vice President, Ralph Lee; Recording Secretary, Marge Nieberlein; Corresponding Secretary, Ann Wilson; and Treasurer, Fred Drosten.

FUND DRIVE

Huntsville's quota of the Alabama Council goal is $1900. Ten per cent of this will augment our local budget, and most will help support a state headquarters now in Auburn, with professional staff of Jerry Roden, Bob Valder, and Lewis Black, plus their secretary. Chairman of our fund drive is Dr. Mary Pandow. The January date of the challenge dinner will soon be set.

PLANS FOR PROGRESS

Don Ring, representing the Council at the A.H.A.C. Annual meeting, heard Charles E. Spahr, President of The Standard Oil Company tell of the voluntary work of 350 companies for equal opportunities.

CALENDAR

Nov. 29 8:00 p.m.	Human Relations Council General Meeting
*Nov. 28 8:00 p.m.	Human Relations Council Executive Board Meeting *Note, changed from Nov. 30 Huntsville office, 327 Church
Dec. 6 7:30 p.m.	Huntsville School Board 714 Bob Wallace Ave.
Dec. 8 7:30 p.m.	City Council Meeting Municipal Building
Dec. 10	S.O.C.C. Board Meeting 327 Church St.
Dec. 10	Human Relations Council Christmas Party Falkowskis' house 2200 E. Governors Dr.
Dec. 14 8:00 a.m.	Community Action Committee meets Salvation Army, Seminole Dr.

EXECUTIVE BOARD

The Huntsville Council Executive Board met on November 7th and:

Discussed with two representatives from the Office of Equal Health Opportunities (under the U. S. Department of Health, Education, and Welfare) the provisions of the Civil Rights Act dealing with nursing home care.

Agreed to communicate to the community the information that no nursing home facility receiving any federal funding (this means almost all such facilities) may practice any discrimination on the basis of race, religion, or national origin, and planned to give aid if needed in filing complaints.

Asked Jane Reed and Joe Gannon to appear as speakers at St. Christopher's Episcopal Church and explain the role and activities of the Council on Human Relations.

Appointed an Annual Meeting Planning Committee of Mary Lou Drosten, Marge Nieberlein, Esther Ring, and Ann Wilson.

Appointed a committee of Joe Gannon, Jane Reed, and Joe Wilson to study and recommend at the next board meeting, our participation, at A.H.A.C's invitation, in their Community Development Project.

Planned the general meeting for November.

EMPLOYMENT COMMITTEE REPORT

The Council on Human Relations Employment Committee is studying problems of preventing improper discimination in federal employment. Certain regulations* appear to have been so loosely interpreted (or are so loose) that they weaken or negate safegaurds of equal opportunity for certified applicants on federal civil service registers. Within practices sanctioned by the Civil Service Commission, federal agencies may ask the CSC to discontinue certifying to them any non-veteran applicant who has thrice been considered under the "rule of three".

Neither the applicant dropped, nor the CSC, need be informed of the reasons the appointing officer (agency) dropped him. Applicants are not notified they have been dropped and are told they are on the register, though they may in fact have been dropped by all local agencies. Obviously, improper discrimination is possible, likely, and almost impossible for most people to remedy here!

One of the more shocking situations is that any federal installation's appointing officer (or his agent) apparently has power to remove a certified applicant from consideration by every segement of the agency. What if a personnel chief in Mississippi, within the "rule of three" always picks applicants who "fit in with local patterns"? What if an applicant is merely non-selected three times because he is not a veteran but is then eliminated thereafter for political, sex, or race reasons? In judging fitness, are advocates of national policy considered less fit for federal policy jobs than those who oppose, or are apathetic to national policy?

We are told that an agency's appointing officer is its chief of personnel (or in the sense of final responsibility, the head of the agency). We had assumed that a large agency would have many supervisors who could consider any applicant. But are certified applicants often screened out before they reach the various hiring supervisors?

A representative of our committee talked to a CSC representative in Washington. The Washington representative defended the "rule of three," which we may not wish to oppose. He did seem inclined to agree that agencies should notify any applicant dropped by them. We think reasons should also be offered by the agency for review by the Civil Service Commission.before certified applicants can be dropped.

The Council Committee has not yet had time to study the ambiguously worded regulation cited to support this practice in the context of other regulations. We may need to seek aid from others in conducting this study. We do not yet know the number of people eliminated in this way. Legislation, we hope, will not be needed as CSC's mission gives it authority to correct the situation by internal policy.

We know it may sometimes seem difficult to protect legitimate employer discrimination on the basis of merit without sacrificing the safeguards to political freedom and equal opportunity. Yet safegaurds might result in more, not less, hiring on the basis of merit, and even more important, insure individual freedom.

The employment committee also discussed use of personnel chiefs by some agencies to decide discrimination complaints. To rule in favor of a complainant, these persons would have to judge against their own houses! The Marshall Space Flight Center position is that personnel chiefs need to implement the equal opportunity program and that the personnel office has been too divorced from the equal employment opportunity program. Recognizing the validity of this argument, we yet believe that an applicant who felt he could go to a detached individual in an agency felt more hope of help. This could be a false hope. We don't know, but must study, whether Negroes can realistically expect help from federal employee unions.

To whom could a person who felt blocked from contributing because of unfair discrimination appeal? We feel that people were willing to turn to the President's Committee on Equal Employment Opportunity. Rightly or wrongly, they feel less hope of help now that they must appeal to the U. S. Civil Service Commission to appeal an agency action. Some people fear that if the CSC helps a brother agency justify an action, they will actually be permanently harmed because of a negative CSC decision. Complainants never look pretty. It's in the nature of things that their flaws (both real and alleged) may be portrayed. We ought to help the fighters share the fruits that would be jeopardized for all without them. Are they not needed among the valued gaurdians of the orchard?

We hope that venerable equal opportunity agency which is the U. S. Civil Service Commission is offering experienced continuing professional leadership not only to those in civil service, but to the "outs" as well. We need to know.

Evelyn Falkowski

*an appointing officer need not consider an applicant more than three times for the same position (Federal Personnel Manual,regulation paraphrased, for full citation call 536-7829).

Please call Belle Fletcher (after 3:30 p.m.) and let her know you are coming to the Christmas party. Her number is 536-0131.

HUNTSVILLE
1966
NOV 25
PM

ALWAYS
ZIP CODE

Mr. and Mrs. Ed Falkowski
~~3206~~ E. Governors Drive
Huntsville, Alabama

COMMUNITY ACTION: CSC DEFINES WHO SHOULD, WHO MAY TAKE PART

The Civil Service Commission has drawn a clear line of distinction between the kind of participation in community affairs that is required and expected in the Equal Employment Opportunity program, and the kind of community activity in which individuals may participate on a purely private and voluntary basis.

Agency managers and officials who have responsibility for staffing, and the employability of candidates, are expected to participate at the community level with other employers, with schools and universities, and with other public and private groups in cooperative action to improve employment opportunities and community conditions that affect employability.

The Civil Service Commission neither requires nor advises that an agency either encourage or discourage employee participation in civil rights activity not associated with their official agency responsibilities. The Commission said this does not mean, however, that voluntary participation by individual employees as private citizens in civil rights activities should be discouraged or viewed as incompatable with Federal employment.

Among the community efforts officials with EEO program responsibility are epected to engage in are the following.

—Working with schools and universities to improve and upgrade curricula and quality standards to better prepare students for potential employment in Federal jobs, when it is determined that Federal job candidates are not adequately prepared to meet civil service requirements.

—Working with local authorities to arrange for effective public transportation or other means of making it posible for people to get to work, where lack of public transportation or inadequate transportation exists and this is a barrier to the acceptance of employment opportunities in Federal installations.

—Assisting in finding suitable housing if the difficulty in obtaining houses acts as a barrier to the employment of members of minority groups in a particular area. Undertaking individually, or joining with other employers and groups in the community, to help eliminate these barriers.

—Using as a manpower source, and working with, local community action agencies, job corps, national youth corps, MDTA training programs, and other similar activities aimed at upgrading the employability of the disadvant-

—Participating with community organizations, public and private, to improve motivation and develop interest among all citizens in potential employment with the Federal Government, or to enter training which will prepare them for entrance into Federal occupations.

In issuing its clarification, the Commission said:

"In summary, the Commission's regulations establish agency responsibility for participating in community activities and affect only those employees who represent the agency in their official capacities. Aside from official responsibilities, individual employees may voluntarily participate as private citizens in lawful civil rights activities and such participation will not be discouraged or viewed as incompatible with Federal employment. The prevailing standard that an employee's behavior on and off the job should not reflect adversely upon his agency or impede the discharge of official duties, should, of course, be observed."

HOURS OF WORK — Public Law 89-478 permits variation of the 40-hour workweek of Federal employees for educational purposes. The act provides discretionary authority for the head of any agency to establish special tours of duty so that an employee may attend schools at his own expense

NOW
TO GO
We Have
Largest S
SERIES 12
THESE FE
● Pushbu
● Heater
ers ●
● Padded
Syn-V.
Lights

Oh Yes! By G

If you buy a 1967 Chev
us this month we will gi
cherry tree.

HUNTSVILLE COUNCIL ON HUMAN RELATIONS

Our purpose . . .

To promote channels for prompt and easy communication between individuals and groups of all races.

To foster an atmosphere and environment in which citizens of all races, creeds, and colors can exist and work together in decency and dignity--

NEWSLETTER, FEBRUARY 1967

NEXT MEETING

Time: Tuesday, February 28, 7:30 p.m.
Place: Providence Presbyterian Church
2403 Oakwood Road, N. W.
(Parallel with and north of Oakwood Ave.)

Program: Lay My Burden Down, a documentary film of social and political conditions among rural Negroes in the vicinity of Selma, Alabama.

What is Selma like now?

Also on the program will be Esther Ring and Art Cizak. Esther's tasks for the Council include k.p. and committee work. Art is Equal Employment Policy Officer for the Economic Development Administration. Both were among recent workshop participants in Selma.

RELEVANCE: PIETY OR WIT?

"While the saints indulge in introspection, burly sinners rule the world..."

--John Dewey

COMMITTEE CHAIRMEN FOR 1967, HUNTSVILLE COUNCIL

Housing - James Anthony
Voter Registration - McKinley Bailey
Membership - Robert Butler
Employment - Evelyn Falkowski
Education - Jane Reed

CALENDAR

Feb. 12 - 18 Negro History Week
Alabama A&M
NATIONAL THEME: "Negro History in the Home, School, and Community."
Call Dell Rogers, 536-4997 for information
(Includes 8 p.m. seminars Mon., Tues., Wed. with leaders from University of Alabama Huntsville and A&M.
Thursday at 1 p.m. Dr. David Fowler, prominent editor and Associate Professor of History, Carnegie Institute of Technology, will speak on "Negro History: Propaganda or Analytical Tool?"
The series will close with a play: In White America, at 8 p.m. Thursday).

Feb. 24 7:30 p.m. U.S. Office of Education speaker on school guidelines, Utilities Building

Feb. 28 7:30 p.m. Human Relations Council General Meeting

Mar. 1 7:30 p.m. Human Relations Council Board Meeting

Mar. 7 10-12 a.m. League of Women Voters coffee St. Mark's Lutheran Church

Mar. 7 7:30 p.m. Huntsville School Board 714 Bob Wallace

Mar. 9 City Council

Mar. 23 City Council

ALABAMA COUNCIL ANNUAL MEETING REPORT

At its annual meeting in Birmingham, February 3, the Alabama Council voted:-

to establish a committee to study the legality of state and local laws affecting voting--such as substitution of county-wide for precinct representation.

to establish a committee to study legal action for libel against the Birmingham Independent newspaper for falsely linking the Council and its members with communism... "because of our belief in law and the machinery of legal protection, and because libel causes some people to distrust our stands and to fear to help us seek justice, and because silence is sometimes construed as consent..."

An objection to the latter motion was possible high cost or unavailability of legal counsel and liklihood of jury bias. However, the motion eventually carried without dissent.

(Our members might find comfort in that the Birmingham Independent linked many goals of the United States Congress with communism.)

Main speakers at the annual meeting were Dr. Herman H. Long, President of Talladega College and formerly Director of the Race Relations Institute at Fisk University; and Mr. Frank Smith, a former United States Congressman from Mississippi. Mr. Smith is now Executive Director of the Tennessee Valley Authority.

HUNTSVILLE COUNCIL BOARD MEETING

At its February 1 meeting held at the Nieberlein's the board heard reports from the education and employment committees, reviewed status of proposal to take part in AHAC's Community Resources Development Program, and reviewed progress of the membership and finance campaign.

We have raised $1,550. of our goal of $1900. so far.

The general meeting was planned and set for February 20.

THOUGHT

"What shall we tell the American poor, once we have seen them? Shall we say to them that they are better off than the Indian poor, the Italian poor, the Russian poor? That is one answer, but it is heartless. I should put it another way. I want to tell every well-fed and optimistic American that it is intolerable that so many millions should be maimed in body and in spirit when it is not necessary that they should be. My standard of comparison is not how much worse things used to be. It is how much better they could be if only we were stirred."

--Michael Harrington
The Other America

SPECIAL INVITATION

Members and friends of the Huntsville Council have been especially invited to attend an introductory coffee, sponsored by the League of Women Voters, to be held from 10 to 12 on March 7 at St. Mark's Lutheran Church. This event has been planned to acquaint the women of Huntsville with the League, its principles and programs, and its meaning for today's woman in her community. Reservations are not necessary but may be made by calling 852-8234, Mrs. Milner.

U.S. COMMISSION ON CIVIL RIGHTS

The Alabama State Advisory Committee of the U. S. Commission on Civil Rights is sponsoring a series of area informational meetings in six Alabama communities on the guidelines of the U. S. Office of Education for school desegregation plans, as amended for the school year 1967-68.

At each of the meetings a representative of the U. S. Office of Education will be present to explain the amended guidelines and to serve as a resource person. In addition, the Committee hopes to receive from the audience reports on the progress and problems being encountered in eliminating the dual school system in the various districts of the state.

The Huntsville meeting will be Friday, February 24, 7:30 p.m., Huntsville Utilities Building.

THE DISPOSSESSED

"The United States has had a unique and powerful experience with the dispossessed but it seems now to have forgotten it. The native observers thought the Irish and German immigrants a century ago to be animal-like, yet two generations later these same Irish and Germans had become the most highly integrated minorities in the American culture and their children and grandchildren became the nation's political and business leaders. With success, many of these grandchildren adopted the same attitude toward newcomers that native American had imposed on the early Irish and Germans. There is a continuing history of native Americans looking down on the disgusting poverty of the newly arrived Germans who in the next generation looked down on the newly arrived Irish who in the next generation looked down on the newly arrived Italians who in the next generation looked down on the newly migrated Negroes, each ascribing the conditions of the newcomer to some unchangeable ethnic way of life. This is one proof that the culture of poverty may remain essentially unchanged while under the right circumstances individuals are quick to extricate themselves from it. And it is dismal proof that memories of the affluent are short."

--Ben Bagdikian
In the Midst of Plenty

Civil Service

Discrimination

Mrs. Edward Falkowski
Evelyn ~~Putcatski~~

Works for Marshall Space Flight Center
Some personnel involved filed her own complaint

Fed. Hiring Practices -
Copy of H.R. Council Newsletter

Civil Service Register - Rule of 3 Not challenging
After 3rd time card drops the applicant - will be told still on the register -
Conflicting stories from civil Service people -

Nicholas J. Oganovic
Ex Dir Civ Ser Wash. Rt
Said no rule of drops, but then changed

Name -
Address 2200 E Hawkins Dr
Number

Brooke Wash. Chm of Bd of Appeals
too
not Sympathetic

Also Civ Ser in Atlanta
Hammond

Not much confidence in local Civil Serv.
guy re equal opportunity —

Who are the good guys in Reg.
or Wash. (Some Negroes think none in Atl)

Case of

qualified for law or personnel —
couldn't get in —
Clerk Steno test — got 90 no
job, found out someone had been
calling her commie, cleaned up, then
began to get conflicting answers
on what is told person

Hugh Brennin knows something of
her case — but may know who in
Civ. Ser.

Call State Commission Latter —

& suggest names for follow
up

Federal Personnel Manual —
Regulations sometimes out of context

[Otto Program ?] re hiring policies

detailed — Sympathetic Civil
Service — AFGE (which are the good guys)
Veterans are handled separately (Legis. Scaps Cath drop)

Civil Service Commission Regulations

Following is the full text of the regulations (effective April 3, 1966) issued by the Civil Service Commission to assure "achievement of a model program for equal employment opportunity in the federal service." Subpart A of Part 713 is reserved.

PART 713—EQUAL OPPORTUNITY

Subpart B—Equal Opportunity Without Regard to Race, Creed, Color, or National Origin

GENERAL PROVISIONS

Sec.
713.201 Purpose and applicability.
713.202 General policy.
713.203 Agency program.
713.204 Implementation of agency program.
713.205 Commission review of agency program.

AGENCY REGULATIONS FOR PROCESSING COMPLAINTS OF DISCRIMINATION

713.211 General.
713.212 Coverage.
713.213 Filing and presentation of complaint.
713.214 Investigation.
713.215 Informal adjustment of complaint.
713.216 Hearing.
713.217 Relationship to other agency appellate procedures.
713.218 Avoidance of delay.
713.219 Final decision.
713.220 Complaint file.

APPEAL TO THE COMMISSION

713.221 Entitlement.
713.222 Where to appeal.
713.223 Time limit.
713.224 Appellate procedures.
713.225 Relationship to other appeals.

REPORTS TO THE COMMISSION

713.231 Reporting disposition of complaints to the Commission.
713.232 Reporting status of complaints on hand to the Commission.

Subpart C—Minority Group Statistics System

Sec.
713.301 Applicability.
713.302 Agency systems.

Subpart D—Equal Opportunity Without Regard to Politics, Marital Status, Physical Handicap, or Sex

713.401 Equal opportunity without regard to politics, marital status, or physical handicap.
713.402 Equal opportunity without regard to sex.

AUTHORITY: §§ 713.201 to 713.402 issued under R.S. 1753, sec. 2, 22 Stat. 403, as amended; 5 U.S.C. 631, 633; E.O. 10577, 19 F.R. 7521, 3 CFR 1954–1958 Comp., p. 218; President's Memorandum of July 23, 1962; E.O. 11246, 30 F.R. 12319.

Subpart B—Equal Opportunity Without Regard to Race, Creed, Color, or National Origin

GENERAL PROVISIONS

§ 713.201 Purpose and applicability.

(a) *Purpose.* This subpart sets forth the regulations under which an agency shall establish a program for equal opportunity in employment and personnel operations without regard to race, creed, color, or national origin and under which the Commission will review an agency's program and entertain an appeal from a person dissatisfied with an agency's processing of his complaint of discrimination on grounds of race, creed, color, or national origin.

(b) *Applicability.* (1) This subpart applies (i) to the executive departments, military departments, and independent establishments in the executive branch of the Federal Government, including Government-owned or controlled corporations, and to the employees of these agencies including employees paid from nonappropriated funds, and (ii) to those portions of the legislative and judicial branches of the Federal Government and of the Government of the District of Columbia having positions in the competitive service and to the employees in these positions.

(2) This subpart does not apply to aliens employed outside the limits of the United States.

§ 713.202 General policy.

It is the policy of the Government of the United States and of the Government of the District of Columbia to provide equal opportunity in employment for all qualified persons, to prohibit discrimination in employment because of race, creed, color, or national origin, and to promote the full realization of equal employment opportunity through a positive, continuing program in each agency.

§ 713.203 Agency program.

The head of an agency shall exercise personal leadership in establishing, maintaining, and carrying out a positive, continuing program designed to promote equal opportunity in every aspect of agency employment policy and practice. Under the terms of its program, an agency shall:

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(a) Conduct a continuing campaign to eradicate every form of prejudice or discrimination based upon race, creed, color, or national origin from the agency's personnel policies and practices and working conditions;

(b) Reappraise job structure and employment practices and adopt positive and special recruitment, training, job design, and other measures needed in order to insure genuine equality of opportunity for members of minority groups to participate fully in all organizational units, occupations, and levels of responsibility in the agency;

(c) Communicate the agency's equal employment opportunity policy and program and its employment needs to sources of qualified minority group applicants and solicit their recruitment assistance on a continuing basis;

(d) Participate at the community level with other employers, with schools and universities, and with other public and private groups in cooperative action to improve employment opportunities and community conditions that affect employability;

(e) Review and control managerial and supervisory performance in such a manner as to insure a positive application and vigorous enforcement of the policy of equal opportunity;

(f) Inform its employees and recognized employee organizations of the positive equal employment opportunity policy and program and enlist their cooperation; and

(g) Provide for careful consideration and a just and expeditious disposition of complaints involving issues of discrimination on grounds of race, creed, color, or national origin.

§ 713.204 Implementation of agency program.

To implement the program established under this subpart, an agency shall:

(a) Develop the plans, procedures, and regulations necessary to carry out its program established under this subpart;

(b) Appraise its personnel operations at regular intervals to assure their conformity with the policy in § 713.202 and its program established in accordance with § 713.203;

(c) Designate an Equal Employment Opportunity Officer, and such Deputy Equal Employment Opportunity Officers as may be necessary, to assist the head of the agency to carry out the functions described in the regulations in this subpart in all organizational units and locations of the agency. The Equal Employment Opportunity Officer shall be under the immediate supervision of the head of his agency, and shall be given the authority necessary to enable him to carry out his responsibilities under the regulations in this subpart;

(d) Assign to the Equal Employment Opportunity Officer the functions of:

(1) Advising the head of his agency with respect to the preparation of plans, procedures, regulations, reports, and other matters pertaining to the policy in § 713.202 and the agency program required to be established under § 713.203;

(2) Evaluating from time to time the sufficiency of the total agency program for equal employment opportunity and reporting thereon to the head of the agency with recommendations as to any improvement or correction needed, including remedial or disciplinary action with respect to managerial or supervisory employees who have failed in their responsibilities;

(3) When authorized by the head of the agency, making changes in programs and procedures designed to eliminate discriminatory practices and improve the agency's program for equal employment opportunity;

(4) Providing for the receipt and investigation of complaints of alleged discrimination in personnel matters within the agency, including complaints of general discrimination by organizations unrelated to a specific complaint under § 713.212;

(5) When authorized by the head of the agency, making final decision for the head of the agency on complaints of discrimination and ordering such corrective measures as he may consider necessary; and

(6) When not authorized to make final decision on complaints of discrimination, reviewing, at his discretion, the record on any complaint before final decision is made under § 713.219 and making such recommendations to the head of the agency or his designee as he considers desirable;

(e) Publicize to its employees:

(1) The name and address of the Equal Employment Opportunity Officer; and

(2) Where appropriate, the name and address of a Deputy Equal Employment Opportunity Officer; and

(f) Make readily available to its employees a copy of its regulations issued to carry out its program of equal employment opportunity.

§ 713.205 Commission review of agency program.

The Commission shall review periodically an agency's equal employment opportunity program and operations. When it finds that an agency's program or operations are not in conformity with the policy set forth in § 713.202 and the regulations in this subpart, the Commission shall require improvement or corrective action to bring the agency's program or operations into conformity with this policy and these regulations.

AGENCY REGULATIONS FOR PROCESSING COMPLAINTS OF DISCRIMINATION

§ 713.211 General.

An agency shall insure that its regulations governing the processing of complaints of discrimination on grounds of race, creed, color, or national origin comply with the principles and requirements in §§ 713.212 through 713.220.

§ 713.212 Coverage.

The agency shall provide in its regulations for the acceptance of a complaint from any aggrieved employee or qualified applicant for employment who believes that he has been discriminated against because of race, creed, color, or national origin. A complaint may also be filed by an organization for the aggrieved employee or applicant and with his consent.

§ 713.213 Filing and presentation of complaint.

(a) *Time limit.* An agency shall require that a complaint be submitted in writing by the complainant or his representative within 30 calendar days of the date of the action giving rise to the complaint or, if a personnel action, within 30 calendar days of its effective date, except that when the complaint is made in connection with an adverse action covered by § 771.205 of Part 771 of this chapter, the agency shall require that the complaint be submitted in writing by the complainant or his representative not later than 10 calendar days after the adverse action has been effected. The agency shall extend the prescribed time limit for good cause shown by the complainant. A complaint concerned with a continuing discriminatory practice having a material bearing on employment may be filed at any time.

(b) *Presentation of complaint.* In presenting a complaint, the complainant shall be free from restraint, interference, coercion, discrimination, or reprisal and shall have the right to be accompanied, represented, and advised by a representative of his own choosing. If the complainant is an employee of the agency, he shall have a reasonable amount of official time to present his complaint if he is otherwise in an active duty status. If the complainant is an employee of the agency and he designates another employee of the agency as his representative, the representative shall be free from restraint, interference, coercion, discrimination, or reprisal, and shall have a reasonable amount of official time, if he is otherwise in an active duty status, to present the complaint.

§ 713.214 Investigation.

The Equal Employment Opportunity Officer or his designated representative shall promptly investigate the complaint. The investigation shall include a thorough review of the circumstances under which the alleged discrimination occurred, the treatment of members of the complainant's group identified by his complaint as compared with the treatment of other employees in the organizational segment in which the alleged discrimination occurred, and any policies and practices related to the work situation which may constitute, or appear to constitute, discrimination even though they have not been expressly cited by the complainant. The agency shall furnish the complainant and his representative opportunity to review the investigative file or shall furnish the complainant and his representative a written summary which contains all the information in the investigation material to the resolution of the complaint.

§ 713.215 Informal adjustment of complaint.

The agency shall provide an opportunity for adjustment of the complaint on an informal basis after the complainant has reviewed the investigative file or a written summary of the investigation.

§ 713.216 Hearing.

(a) *Offer of hearing.* When the complaint is not adjusted on an informal basis, the agency shall offer the complainant an opportunity for a hearing in connection with his complaint to be held at a convenient time and place.

(b) *Hearing officer or committee.* The hearing may be held, in the discretion of the agency, by either (1) a hearing committee of three members, one of whom shall be chosen by the agency, one by the complainant, and the third, who shall be chairman, by joint selection of the first two or (2) a hearing officer who

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shall be an employee specially selected and trained by the agency to conduct hearings. The hearing committee or the hearing officer shall be fair, impartial, and objective. Neither the hearing officer nor a member of the hearing committee shall be a person who investigated the complaint or a person who took or reviewed an action or decision giving rise to the complaint.

(c) *Conduct of hearing.* The hearing officer or committee shall conduct the hearing so as to bring out pertinent facts, including the production of pertinent documents. Rules of evidence shall not be applied strictly, but the hearing officer or committee shall exclude irrelevant or unduly repetitious evidence. Information having a bearing on the complaint or an employment policy or practices relevant to the complaint shall be received in evidence. The complainant, his representative, and the representatives of the agency at the hearing shall be given the opportunity to cross-examine witnesses who appear and testify. Testimony shall be under oath or affirmation.

(d) *Witnesses at hearing.* The agency shall make its employees available as witnesses at a hearing on a complaint, upon a showing satisfactory to the hearing officer or committee of reasonable necessity therefor, when the complainant makes such a request and it is administratively practicable to comply with the request. Reasons for the denial of a request for the appearance of employees as witnesses shall be documented in the record of the complaint. Employees of the agency shall be in a duty status during the time they are made available as witnesses. Witnesses shall be free from restraint, interference, coercion, discrimination, or reprisal in presenting their testimony.

(e) *Record of hearing.* (1) The agency shall record the hearing on a verbatim basis or shall prepare a written summary of the hearing. When the hearing is recorded by a voice-recording machine and the agency does not furnish the complainant a transcript, the agency shall give the complainant and his representative an opportunity to listen to the recording together with a copy of the summary of the hearing. When the hearing is summarized, the summary of the hearing shall, as a minimum, identify each witness and summarize his testimony. The agency shall include with the verbatim transcript or written summary of the hearing all documents submitted to and accepted by the hearing officer or committee. The agency shall give the complainant a copy of the transcript when the hearing is transcribed on a verbatim basis or a copy of the summary of the hearing. If a summary of a hearing is made, the parties shall be entitled to submit written exceptions to the summary, and any exceptions so submitted shall be made part of the record of the hearing.

(2) The hearing officer or committee shall transmit the record of the hearing, together with appropriate findings thereon, to the official who will make the final decision on the complaint.

§ 713.217 Relationship to other agency appellate procedures.

When a complainant makes a written allegation of discrimination on grounds of race, creed, color, or national origin in connection with an action that would otherwise be processed under the agency's grievance or other internal appeal procedure, the agency may process the allegation of discrimination under its grievance or other internal appeal procedure when that procedure meets the principles and requirements in §§ 713.212 through 713.218 and the head of the agency, or his designee, makes the final decision on the issue of discrimination. That decision on the issue of discrimination shall be incorporated in and become a part of the decision on the grievance or other internal appeal.

§ 713.218 Avoidance of delay.

(a) The complaint shall be resolved expeditiously. To this end, both the complainant and the agency shall proceed with the complaint without undue delay so that the complaint is resolved, except in unusual circumstances, within 60 calendar days after its receipt in the agency when no hearing is held or within 90 calendar days after its receipt when a hearing is held. When the complaint has not been resolved within these time limits, the complainant may appeal to the Commission for a review of the reasons for the delay in the processing of his complaint. Upon review of this appeal, the Commission may require the agency to take special measures to insure the expeditious processing of the complaint or may accept the appeal for consideration under § 713.224.

(b) The head of the agency or his designee may cancel a complaint if the complainant fails to prosecute the complaint without undue delay. However, instead of cancelling for failure to prosecute, the complaint may be adjudicated if sufficient information for that purpose is available.

§ 713.219 Final decision.

(a) *Decision by head of agency or designee.* The head of the agency, or his designee, shall make the final decision on a complaint and that decision shall be in writing. That decision shall resolve the issue of discrimination raised by the complainant and shall require any remedial action determined to be necessary or desirable to effectuate the resolution of this issue and to promote the policy of equal opportunity. Copies of the decision shall be sent to the complainant and his representative. When a designee makes a decision for the head of the agency on a complaint, the head of the agency may reopen and reconsider that decision.

(b) *Advice concerning right to appeal to Commission.* The agency shall advise the complainant of his right to appeal to the Commission any final decision by the agency on his complaint with which he is not satisfied and of the time limit within which he must file the appeal.

§ 713.220 Complaint file.

The agency shall establish a complaint file containing all documents pertinent to the complaint. The complaint file shall include, as a minimum, copies of (a) the complaint, (b) the investigative file (if the complainant was given an opportunity to review that file) or a written summary of the investigation, (c) if a hearing was held, the record of the hearing, (d) if the Equal Employment Opportunity Officer is not the designee, the recommendations, if any, made by him to the head of the agency or his designee, (e) the decision of the head of the agency or his designee, and (f) in the event the complaint is reopened by the head of the agency, the decision of the head of the agency showing the reconsideration given the complaint. The complaint file shall not contain any document that has not been made available to the complainant.

APPEAL TO THE COMMISSION

§ 713.221 Entitlement.

(a) Except as provided by paragraph (b) of this section, a complainant may appeal to the Commission if the head of the agency, or his designee, has made a final decision:

(1) To reject his complaint because (i) it was not timely filed, or (ii) it was not within the purview of the agency's regulations; or

(2) To cancel his complaint (i) because of the complainant's failure to prosecute his complaint, or (ii) because of the complainant's voluntary separation which is not related to his complaint; or

(3) On the merits of the complaint but the decision does not resolve the complaint to the complainant's satisfaction.

(b) A complainant may not appeal to the Commission under paragraph (a) of this section when the issue of discrimination giving rise to the complaint is being considered, or has been considered, in connection with any other appeal by the complainant to the Commission.

§ 713.222 Where to appeal.

The complainant shall file his appeal in writing, either personally or by mail, with the Board of Appeals and Review, U.S. Civil Service Commission, Washington, D.C., 20415.

§ 713.223 Time limit.

(a) Except as provided in paragraph (b) of this section, a complainant may file an appeal at any time after receipt of his agency's notice of final decision on his complaint but not later than 10 calendar days after receipt of that notice.

(b) The time limit in paragraph (a) of this section may be extended, in the discretion of the Board of Appeals and Review, upon a showing by the complainant that he was not notified of the prescribed time limit and was not otherwise aware of it or that circumstances beyond his control prevented him from filing an appeal within the prescribed time limit.

§ 713.224 Appellate procedures.

The Board of Appeals and Review shall review the agency's complaint file and all relevant written representations made to the board. The board may remand a complaint to the agency for further investigation or a rehearing if it considers that action necessary or have additional investigation conducted by Commission personnel. There is no right to a hearing before the board. The board shall issue a written decision and shall send copies thereof to the complainant, his designated representative, if any, and the agency. When corrective action is ordered, the agency shall report promptly to the board that the corrective action has been taken. The decision of the board is final, and there is no further right to appeal. The Commissioners may, in their discretion, reopen and reconsider a previous decision of

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the board when in their judgment such action appears warranted by the circumstances.

§ 713.225 Relationship to other appeals.

When the basis of the complaint of discrimination because of race, creed, color, or national origin involves an action which is otherwise appealable to the Commission, the case, including the issue of discrimination, will be processed under the regulations appropriate to that appeal when the complainant makes a timely appeal in accordance with those regulations.

REPORTS TO THE COMMISSION

§ 713.231 Reporting disposition of complaints to the Commission.

Within 10 calendar days of the close of a complaint each agency shall report to the Commission the disposition of the complaint whether the complaint was closed because of a rejection or cancellation of the complaint or a decision on the merits of the complaint. For each closed complaint there shall be submitted a separate report, consisting of the following information:

(a) The name of the complainant (in the event of a group appeal, the name of one complaint selected to identify the group);

(b) Title and grade of complainant's position or of the complainant's position selected to identify the group;

(c) The date on which the complaint was received;

(d) A description of the action, decision, or condition giving rise to the complaint;

(e) The nature of the complaint (kind of discrimination alleged);

(f) The name and locaton of the employing activity;

(g) The nature of the closing action (including the reasons for any rejection or cancellation) and a description of any corrective action resulting from the complaint;

(h) The date of the closing action;

(i) The name and title of the official taking the closing action;

(j) A statement as to whether or not the complainant has appealed the closing action to the Commission, when known; and

(k) As attachments to the report, a copy of the complaint, a description of any additional allegations of discrimination made during the investigation or hearing, and a copy of the agency's notice of final action on the complaint.

§ 713.232 Reporting status of complaints on hand to the Commission.

Within 15 calendar days of the close of each month each agency shall report to the Commission the following information:

(a) The number of complaints on hand at the beginning of the month;

(b) The number of complaints received during the month;

(c) The number of complaints closed during the month, whether the complaint was closed because of a rejection or cancellation of the complaint or a decision on the complaint;

(d) The number of complaints on hand at the close of the month; and

(e) A brief description of the status of each complaint on hand at the close of the month which had been in process in the agency for over 60 calendar days when no hearing is requested or 90 calendar days when a hearing is requested (including for each such complaint, the name of the complainant, the number of days in process, the stage of processing reached by the complaint, a description of any special factors contributing to a delay in processing the complaint, and an estimate as to the date of closing action).

Subpart C—Minority Group Statistics System

§ 713.301 Applicability.

(a) This subpart applies (1) to the executive departments, military departments, and independent establishments in the executive branch of the Federal Government, including Government-owned or controlled corporations and to the employees of these agencies including employees paid from nonappropriated funds, and (2) to those portions of the legislative and judicial branches of the Federal Government and of the Government of the District of Columbia having positions in the competitive service and to the employees in these positions.

(b) This subpart does not apply to aliens employed outside the limits of the United States.

§ 713.302 Agency systems.

(a) Each agency shall establish a system or systems which provide current and continuing statistical employment information by race or national origin.

(b) For employees whose records are maintained through automatic data processing equipment, the agency is authorized to add data on race or national origin to the automated records.

(c) An agency that wishes to use a manual system for recording data on race or national origin of employees must secure prior approval for its system and any material change to the system from the Commission.

(d) For all automated and manual systems, race and national origin data shall be:

(1) Collected so as to conceal the individual's designation of his race or national origin;

(2) Kept confidential;

(3) Maintained outside the personnel office;

(4) Used only as group data in studies and analyses which contribute affirmatively toward achieving the objectives of the equal employment opportunity program.

(e) Under its system(s) each agency shall:

(1) Request employees to designate race or national origin on forms approved for that purpose.

(2) Inform employees of the purpose of the survey, the need for the information, and the restriction of the information to use to meet that need and purpose.

(f) The system(s) shall be subject to the following controls:

(1) Only those categories of race and national origin prescribed by the Commission are to be used;

(2) The specific procedures by which data are to be collected, processed, and maintained, and the conditions for use, shall be those prescribed or approved by the Commission;

(3) The Commission will review the operation of the agency's system(s) to insure adherence to Commission requirements. Agencies must secure prior approval from the Commission for any exceptions to the prescribed procedures.

(g) Agencies shall make reports to the Commission on employment by race and national origin in the form and at such times as the Commission may require.

Subpart D—Equal Opportunity Without Regard to Politics, Marital Status, Physical Handicap, or Sex

§ 713.401 Equal opportunity without regard to politics, marital status, or physical handicap.

(a) *In appointments and position changes.* In determining the merit and fitness of a person for competitive appointment or appointment by noncompetitive action to a position in the competitive service, an appointing officer shall not discriminate on the basis of the person's political affiliations, except when required by statute, or marital status, nor shall he discriminate on the basis of a physical handicap with respect to any position the duties of which may be efficiently performed by a person with the physical handicap.

(b) *In adverse actions and terminations of probationers.* An agency may not take an adverse action against an employee covered by Part 752 of this chapter, nor effect the termination of a probationer under Part 315 of this chapter, (1) for political reasons, except when required by statute, (2) that is based on discrimination because of marital status, or (3) for physical handicap with respect to any position the duties of which may be efficiently performed by a person with the physical handicap.

§ 713.402 Equal opportunity without regard to sex.

(a) *Applicability.* This section applies (1) to the executive departments, military departments, and independent establishments in the executive branch of the Federal Government, including Government-owned or controlled corporations, and to the employees of these agencies, and (2) to those portions of the legislative and judicial branches of the Federal Government and of the Government of the District of Columbia having positions in the competitive service and to the employees in these positions.

(b) *Policy.* It is the policy of the Government of the United States and of the Government of the District of Columbia that the career service be maintained in every respect without discrimination because of sex and with equal opportunity for employment and advancement without regard to sex.

(c) *Agency program.* An agency shall establish a positive, continuing program designed to promote equal opportunity without regard to sex in employment and personnel policies and practices. Under the terms of the program, the agency shall:

(1) Conduct a continuing campaign to eliminate every form of discrimination based on sex from the agency's personnel policies and practices and working conditions;

(2) Pursue a thorough review and control of managerial performance to insure a positive application and vigorous enforcement of the policy and program of equal opportunity without regard to sex;

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(3) Inform employees and applicants for employment of the agency program; and

(4) Insure careful, considerate review and just disposition of complaints involving issues of discrimination on grounds of sex.

(d) *Specific prohibitions.*—(1) *Appointments and position changes.* Except as provided by subparagraph (2) of this paragraph, in determining the merit and fitness of a person for competitive appointment, for appointment by noncompetitive action to a position in the competitive service, or for any other position change in the competitive service, an appointing officer shall not discriminate on the basis of the person's sex.

(2) *Restriction of consideration to one sex.* An appointing officer may not restrict his consideration of eligibles or employees for competitive appointment or appointment by noncompetitive action to a position in the competitive service to one sex, except in unusual circumstances when the Commission finds the action justified.

(3) *Training.* The head of each department shall prescribe such procedures as are necessary to assure that there shall be no discrimination because of sex in the selection of employees for training under Part 410 of this chapter and that a supervisor may not restrict his consideration of employees for selection for training to one sex, except in unusual circumstances when the Commission finds the action justified.

(4) *Reduction in force.* An agency may not use sex as a basis for assigning a position to a competitive level under Part 351 of this chapter, except for a position for which restriction of certification of eligibles by sex is found justified by the Commission. An agency may not consider the sex of an employee as a factor in determining the employee's qualifications for a position under Part 351 of this chapter, except when the position is one for which restriction of certification of eligibles by sex is found justified by the Commission.

(5) *Adverse actions and terminations of probationers.* An agency may not take an adverse action against an employee covered by Part 752 of this chapter, and may not terminate a probationer under Part 315 of this chapter, because of the sex of the employee or of the probationer.

(e) *Appeal to the Commission.* (1) When a complaint of discrimination because of the sex of the complainant is not resolved by the agency to the satisfaction of the complainant, the complainant may appeal the agency decision on the complaint to the Commission if the complainant makes a request within a reasonable time from the date of final agency decision.

(2) When the Commission receives a timely appeal under subparagraph (1), the Commission will adjudicate the issue of discrimination because of the sex of the complainant and, when warranted, will require the agency to take necessary corrective action.

(3) When the basis of the complaint of discrimination because of the sex of the complainant involves an action that is otherwise appealable to the Commission, the case will be processed under the regulations appropriate to that appeal when the complainant makes a timely appeal in accordance with those regulations.

UNITED STATES CIVIL SERVICE COMMISSION,
[SEAL] MARY V. WENZEL,
Executive Assistant to the Commissioners.

Post Office

Journal-Constitution Washington Bureau

WASHINGTON, May 14 — Steps have been recommended by the Post Office Department to eliminate discriminatory working practices at the Atlanta Post Office.

The recommendations resulted from a study made by a three-member task force from Washington.

Rep. Charles L. Weltner of Atlanta, who made them public, said he requested the investigation of alleged discrimination against Negroes and women.

The recommendations:

—Institute an immediate supervisory training program for employe-management relations and the equal employment opportunity program.

—Reorganize the postmaster's Equal Employment Opportunity Advisory Committee.

—Create at least one position as a personnel clerk-counselor for each working tour at the Federal Annex.

Recap of Funds

Rep. Robert G. Stephens Jr. of Athens has taken to sending out a monthly recap of federal grants and loans in the 10th district. The April total: $3,412

Rep. Weltner

Rep. Mackay

an aide of the congressman wh it was.

"Are you kidding?" the aid asked. The Secret Service ma assured her he wasn't.

The "stranger" was Secre tary of Health, Education an Welfare John W. Gardner.

News for Landrum

State Rep. Bill Williams o Gainesville has assured Rep Phil M. Landrum of Jasper tha he isn't going to run agains him for Congress this fall.

Another sometime rumore candidate in the 9th Distric State Rep. J. Albert Minish, reported out, too.

Still another legislator, Rep. Charles B. Watkins lijay might turn up as pub candidate.

Executive Order 11246 Reorganizing Federal Civil Rights Functions

Text of Executive Order 11246 signed by President Johnson September 24, 1965, effective October 24, 1965. Supplants Executive Order 10925 and Executive Order 11114.

Under and by virtue of the authority vested in me as President of the United States by the Constitution and statutes of the United States, it is ordered as follows:

PART I—Nondiscrimination in Government Employment

Section 101. It is the policy of the Government of the United States to provide equal opportunity in Federal employment for all qualified persons, to prohibit discrimination in employment because of race, creed, color, or national origin, and to promote the full realization of equal employment opportunity through a positive, continuing program in each executive department and agency. The policy of equal opportunity applies to every aspect of Federal employment policy and practice.

Sec. 102. The head of each executive department and agency shall establish and maintain a positive program of equal employment opportunity for all civilian employees and applicants for employment within his jurisdiction in accordance with the policy set forth in Section 101.

Sec. 103. The Civil Service Commission shall supervise and provide leadership and guidance in the conduct of equal employment opportunity programs for the civilian employees of and applications for employment within the executive departments and agencies and shall review agency program accomplishments periodically. In order to facilitate the achievement of a model program for equal employment opportunity in the Federal service, the Commission may consult from time to time with such individuals, groups, or organizations as may be of assistance in improving the Federal program and realizing the objectives of this Part.

Sec. 104. The Civil Service Commission shall provide for the prompt, fair, and impartial consideration of all complaints of discrimination in Federal employment on the basis of race, creed, color, or national origin. Procedures for the consideration of complaints shall include at least one impartial review within the executive department or agency and shall provide for appeal to the Civil Service Commission.

Sec. 105. The Civil Service Commission shall issue such regulations, orders, and instructions as it deems necessary and appropriate to carry out its responsibilities under this Part, and the head of each executive department and agency shall comply with the regulations, orders, and instructions issued by the Commission under this Part.

PART II—Nondiscrimination in Employment by Government Contractors and Subcontractors

SUBPART A—DUTIES OF THE SECRETARY OF LABOR

Sec. 201. The Secretary of Labor shall be responsible for the administration of Parts II and III of this Order and shall adopt such rules and regulations and issue such orders as he deems necessary and appropriate to achieve the purposes thereof.

SUBPART B—CONTRACTORS' AGREEMENTS

Sec. 202. Except in contracts exempted in accordance with Section 204 of this Order, all Government contracting agencies shall include in every Government contract hereafter entered into the following provisions:

"During the performance of this contract, the contractor agrees as follows:

"(1) The contractor will not discriminate against any employee or applicant for employment because of race, creed, color, or national origin. The contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, creed, color, or

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U.S. DEPARTMENT OF LABOR
Women's Bureau
Washington, D.C.

May 28, 1964

MINIMUM WAGE COVERAGE OF DOMESTIC WORKERS: PRESENT STATUS

I. States with existing minimum wage laws (34 States, District of Columbia and Puerto Rico. No minimum wage rates are in effect in Illinois, Kansas, Louisiana, and Oklahoma).

A. The laws of 9 States do not specifically exempt domestic workers: California, Colorado, Kansas, Michigan, Oklahoma, Oregon, Utah, Washington, and Wisconsin.

1. Rates have been established for domestics in only 2 of these States:

Wisconsin: Wage board law, adult women and minors 16 years and over; top rate, $42.75 a week ($49.50, Sept. 1, 1964) for 45 or more hours in cities of 1,000 or more.

Michigan: Statutory rate law, general worker coverage, employers of 4 or more; $1 an hour, effective Jan. 1, 1965 ($1.15 an hour, Jan. 1, 1966; $1.25, Jan. 1, 1967).

2. No rates established for domestics in 7 States: Wage board law, women and minors--California, Colorado, Kansas, Oklahoma (females), Oregon, Utah, Washington.

B. Laws specifically exempt domestic workers in 25 States, District of Columbia and Puerto Rico, and in Washington under the statutory rate law:

1. Combined statutory rate and wage board laws in 7 States: Connecticut, Massachusetts, New Hampshire, New York, Pennsylvania, Rhode Island, Vermont and Puerto Rico (Washington included above under A).

2. Statutory rate laws only in 10 States: Alaska, Arkansas, Hawaii, Idaho, Maine, Nevada, New Mexico, North Carolina, South Dakota, Wyoming.

3. Wage board laws only in 8 States: Arizona, Illinois, Kentucky, Louisiana, Minnesota, New Jersey, North Dakota, Ohio and District of Columbia.

II. No minimum wage laws in 16 States: Alabama, Delaware, Florida, Georgia, Indiana, Iowa, Maryland, Mississippi, Missouri, Montana, Nebraska, South Carolina, Tennessee, Texas, Virginia, West Virginia (Delaware has a minimum wage law for minors).

COVERAGE OF DOMESTIC WORKERS UNDER UNEMPLOYMENT INSURANCE LAWS

Unemployment insurance laws cover domestic workers in private homes in two States: New York (employers of 4 or more at any one time); Hawaii (if employee is paid at least $225 cash in the calendar quarter).

Supplementary Information regarding States with Laws of Wage Board Type that do not exempt Domestic Workers but have no applicable Minimum Wage Rates in effect

I. Minimum Wage Orders currently in effect:

California--14 wage orders: Agriculture; Amusement and Recreation; Broadcasting; Canning, Freezing, and Preserving; Industries Handling Products After Harvest; Industries Handling Products After Harvest on the Farm; Laundry, Linen Supply, Drycleaning, and Dyeing; Manufacturing; Mercantile; Motion Picture; Personal Service; Professional, Technical, Clerical, and Similar Occupations; Public Housekeeping; and Transportation.

Colorado--4 wage orders: Beauty Service; Laundry; Public Housekeeping; and Retail Trade.

Kansas and Oklahoma--None.

Oregon--14 wage orders: Amusement and Recreation; Beauty Operators and Manicurists; Canning, Freezing, and Processing; Hospitals, Sanitariums, Convalescent and Old People's Homes; Laundry, Cleaning, and Dyeing; Manufacturing; Mercantile; Minors; Office; Organized Youth Camps; Personal Service; Preparing Poultry, Rabbits, Fish, and Eggs for Distribution; Public Housekeeping; and Telephone and Telegraph.

Utah--4 wage orders: Laundry and Cleaning, Dyeing, and Pressing; Public Housekeeping; Restaurant; and Retail Trade.

Washington--12 wage orders: Counselors and Leaders Occupations in Organized Seasonal Recreational Camps; Food Processing; Fresh Fruit and Vegetable Packing; Health Care; Laundry, Drycleaning and Dye Works; Manufacturing Industry and General Working Conditions; Mercantile; Office Workers; Personal Service; Public Housekeeping; Telephone and Telegraph; Theatrical Amusement and Recreation and General Amusement and Recreation. (Washington also has statutory rate law.)

II. Usual Statutory Procedure for Establishing Minimum Wages by Wage Order:

a. The Commissioner at his own discretion may, or in some States on petition of a specified number of citizens, shall make an investigation to determine whether wages paid to female employees in any occupation are inadequate to supply the necessary cost-of-living and maintain health.

b. If convinced of need, after investigation, Commissioner may call a wage board, composed of an equal number of representatives of employers and employees in the occupation or industry, and one or more representatives of the public which submits recommendations for minimum wage rates and standards.

c. If Commissioner accepts the recommendations, he holds a public hearing, after which he issues a wage order for the occupation.

Labor D.C. (WB 64-330)

U.S. DEPARTMENT OF LABOR
Women's Bureau
Washington, D.C. 20210

Summary of the
Consultation on Private-Household Workers

June 2, 1964

The meeting to discuss ways to improve the status and working conditions of private-household workers was convened by Mrs. Mary Dublin Keyserling, Director of the Women's Bureau. (A list of participants is attached.) Mrs. Keyserling noted that the subject is of major importance to many persons throughout the country. Involved are not only the 1.5 million women household employees (third largest occupational group for women) and their employers, but also many unemployed women and prospective employers. The paradox that many household positions remain vacant while numerous women are unemployed occurs primarily because some women seeking work are not qualified for this work and others are not interested in domestic employment. It was hoped that the consultation would develop ways to stimulate improvement, both in worker qualifications and performance and in prevailing employment practices, so that the status of household employment could be raised and the occupation made attractive to an expanding number of qualified workers.

Mrs. Keyserling discussed the data summarized in the attached Fact Sheet. These data support the thesis that the field of private-household employment is lacking in many essential respects. Although there have been some recent improvements, Mrs. Keyserling noted that this is still a highly disadvantaged occupation and emphasized that household work can and should have dignity and status and be a rewarding field of employment. She further stated that the economic and social status of the occupation would rise were working conditions improved, were more adequate training programs and counseling and placement services provided, and were efforts made to make job and performance requirements more specific. Thought should be given to the extension of labor legislation protection to household workers.

The participants cited many problems which beset this field of employment, among which are the lack of status and dignity; lack of standards (including, for example, long and/or irregular hours, low wages, and little or no fringe benefits); lack of training; inadequate pay for those who are trained; difficulty in attracting trainees when training is available; lack of certification; lack of job requirements and/or worker requirements; lack of counseling services (in schools

and employment offices); failure to attract new entrants of all ages; abuses in interstate recruitment; poor placement techniques; lack of communication between employers and employees; and the erratic employment patterns of both employers and employees.

A review and analysis of the limited labor legislation relating to this field was presented. This is highlighted in the attached legislative fact sheet. The conferees agreed that women's and other groups could do much to stimulate legislation at the State level. Because of unsatisfactory experiences in some States, several participants favored Federal legislation. It was pointed out that while household workers in general would come under State law because of the intrastate character of this employment, Federal legislation would be necessary to regulate interstate recruitment of private-household workers.

The public's lack of information on existing legislation also was discussed.

The consensus was that greater attention should be given to this very disadvantaged occupation, for it is a necessary service in our economy and a major field of employment for women. Efforts should be directed toward making it a fair, dignified, and pleasant field of work. The need is for well-trained workers, good working conditions, appropriate placement techniques, protective labor legislation, and adequate training opportunities.

Current Activities

A review of current activities relating to household employment revealed that none of the nongovernmental organizations represented at the meeting is engaged at present in training these workers or in helping to establish standards in the field. Not too long ago, however, a training course conducted in Lorain, Ohio, by one of the organizations had disappointing results because it did not bring higher wages for the graduates. On the other hand, a notably successful training course for household and maintenance work was conducted jointly by two of the organizations in Detroit about 5 years ago. Trainees in this 9-month course, given in a public housing project, were the unskilled unemployed. Placement did not present a problem, for employers were eager to hire the trainees even before the program was completed. The trained workers were paid a differential of 50 cents an hour in wages.

Organizations reported also on their continuing and projected activities with low-wage and otherwise disadvantaged workers, including private-household workers. Among such activities are literacy classes, help in keeping families together, and a national workshop of professionals to devise means of helping low-income families.

Current or recent Manpower Development and Training Act (MDTA) and Area Redevelopment Administration (ARA) projects were reviewed, as

were some training courses sponsored by State employment services, with the cooperation of appropriate vocational education systems and private organizations, and courses offered by welfare departments of various cities. The only MDTA project specifically for private-household workers is one underway in San Francisco for working housekeepers. There have been five MDTA and three ARA projects--variously titled home assistant, homemaker, or home attendant--which are primarily within the realm of homemaker service occupations. There is, however, a high degree of transferability of skills between these occupations and private-household work.

According to available early and incomplete reports, placement experiences following this training have lagged behind the average record achieved in other programs authorized by the Office of Manpower, Automation, and Training (OMAT). Among contributing reasons for this are that some of the women had pressing home duties and therefore were unavailable for employment and that wage rates offered were too low for mothers to pay for needed child care. Also, some anticipated job openings for workers trained to perform "homemaker service" did not materialize because the welfare agencies lacked funds to employ them. It is felt, however, that the training is not wasted, for the women can use it for employment purposes later.

There was some discussion of the financial aspects of these training projects, including training allowances, possibilities of transportation and subsistence allowances, and cost of additional or modern equipment. Conferees suggested establishment of pilot training projects using modern equipment so that more trainees may be attracted.

It was noted that, since programs under MDTA and ARA are developed at the local level and approved by the State, there is considerable diversity in the curricula. It was reported that training guides developed by the Office of Vocational Education for home- and community-focused occupations will be available this fall, and that these guides may help to improve the curricula.

Mrs. Keyserling described the program to train private-household workers which is being developed in Chicago for submission to OMAT. The project will be community based; representatives from civic and women's organizations, labor, church groups, and government will serve as an advisory committee to the final project. Employers are assisting in the development of standards, job descriptions, and other aspects of the program. Three classifications of workers--general worker, maid, and housekeeper--will be trained for varying lengths of time. Some on-the-job training, as well as literacy training, will be included.

There was also a brief report on hours, wages, social security, standards, and related subjects, in foreign countries. Preliminary analysis of available materials indicates that the study of experience abroad may provide new insights into this field.

Recommendations

In answer to a request for suggestions as to what can be done to improve the economic and social status of private-household workers, the following recommendations were offered:

A. Priority Action

1. To meet the need for more factual information, undertake surveys of limited groups of employers and employees. These surveys are needed to shed light on such questions as:

   a. What employers will pay, whether they will pay more for trained workers, what kind of workers they want, what they want workers to do, how long the work should take, what hours they require, the extent to which "homecleaning" business services can meet householders' needs.

   b. Whether workers in the occupation want training, if they would take training if it meant a pay differential, what kinds of work they want to do, if they want full-time or part-time work.

   Inquiry forms would be developed with the technical assistance of the Women's Bureau. The interested organizations would be responsible for obtaining the data.

   Mrs. Keyserling indicated that limited financial assistance for these surveys might be made available from a grant awarded to Mrs. Peterson by the American Woman's Association.

   It was also proposed that the Women's Bureau prepare a study guide for the groups who would conduct the surveys. Several organizations represented indicated tentatively that they were interested in participating and would inform the Bureau in writing of their willingness to cooperate.

2. Hold local conferences on private-household employment.

B. Other Action Suggested

1. Adopt the techniques of the U.S. Department of Agriculture's Rural Extension Service in extending similar services to urban areas.

2. Since the usual communication media are not effective with these workers, use suitable methods, such as contacting "store front" churches, to reach household workers in order to offer them training and placement services.

3. Urge discussion of the subject of household employment at conferences on labor legislation sponsored by the Bureau of Labor Standards.

4. Seek magazine coverage of efforts to upgrade the status of this occupation.

5. Publish information about what can be accomplished and what assistance is available under MDTA for establishing training projects.

6. In regard to establishing and enlarging training programs:

   a. Analyze the educational attainment of present workers and gear training to them.

   b. Offer training courses after working hours.

   c. Encourage employers to authorize time off during the day for training.

   d. Certify workers who have completed training.

   e. Try to make vocational education personnel more employment oriented.

   f. Establish literacy classes where necessary.

7. With respect to standards, strive for minimum wage and other labor standards at the local, State, and Federal levels. As a step in this direction, encourage establishment of standards between employers and employees through written agreements. Educate workers to present complaints, for example, on wage collection, to the State labor department in those States where labor legislation applies to household workers. Inform employers concerning their legal responsibilities.

8. The Women's Bureau prepare and publish:

   a. The planned bulletin on household workers, providing a historical analysis of the occupation; current information on numbers in occupation, geographic distribution, hours, wages, working conditions, and legislative protection; an analysis of training program experience; and findings of the surveys to be undertaken.

   b. A flyer for employees, highlighting rights and benefits under existing labor laws and including recommendations for improving employer-employee relations.

c. A flyer for employers, with specific recommendations for ways to improve employer-employee relations and working conditions.

d. A flyer for teenagers, presenting this occupation as a potential career.

e. A flyer with suggested employment standards, as developed from the surveys and other sources.

Participants in the

CONSULTATION ON PRIVATE-HOUSEHOLD WORKERS

June 2, 1964

American Federation of Labor-Congress of Industrial Organizations	Mr. Rudolph Oswald, Division of Research
American Home Economics Association	Miss Edna Poyner, Program Assistant
Howard University	Dr. Flemmie Kittrell, Head, Department of Home Economics
National Consumers League	Mrs. Sarah H. Newman, Executive Secretary
National Council of Catholic Women	Miss Mary Donohoe, Organization Secretary
National Council of Jewish Women	Mrs. Olya Margolin, Washington Representative
National Council of Negro Women	Miss Marie Barksdale, Executive Director, Delta Sigma Theta Sorority
National Federation of Settlements and Neighborhood Centers	Miss Gladys Duppstadt, Secretary for Social Education and Action
National Social Welfare Assembly	Mrs. Louise N. Mumm, Staff Consultant
National Urban League	Mr. M. T. Puryear, Associate Director, Job Development and Employment Mr. James Johnson, Field Representative, Washington Bureau
Young Women's Christian Association	Miss Ethlyn Christensen, Director, Bureau of Research and Program Resources

U.S. Department of Health, Education, and Welfare	
Welfare Administration	
Bureau of Family Services	**Miss Gladys White**
Division of Research	**Miss Hilda Siff**
Office of Education	
Division of Vocational and Technical Education, Home Economics Education Branch	**Miss Louise Keller**
U.S. Department of Labor	
Special Consultant to the Secretary for Youth Employment	Mrs. India Edwards
Special Assistant to the Secretary	Mr. Arthur Chapin
Bureau of Labor Standards	Mrs. Deborah Bond
Bureau of Labor Statistics	Miss Sophia Cooper
Bureau of Employment Security U.S. Employment Service	Mr. Emil Bie
Office of Manpower, Automation, and Training	Mrs. Mary Resh
Women's Bureau	Mrs. Mary Dublin Keyserling
	Miss Beatrice McConnell
	Mrs. Mary N. Hilton
	Mrs. Alice A. Morrison
	Miss Mary M. Cannon
	Mrs. Agnes M. Douty
	Miss Eleanor M. Coakley
	Miss Jean A. Wells
	Mrs. Pearl G. Spindler
	Mrs. Laura Lee Spencer
	Mrs. Regina M. Neitsey
	Miss Rose Terlin
	Mrs. Evelyn W. Farber
	Miss Beatrice Rosenberg

Private-Household Employment

SUMMARY OF

SECOND CONSULTATION

FEBRUARY 8, 1965

U.S. DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

WOMEN'S BUREAU
Mary Dublin Keyserling, Director

SUMMARY

SECOND CONSULTATION ON PRIVATE-HOUSEHOLD EMPLOYMENT

February 8, 1965

Held in Washington, D.C.

Mrs. Mary Dublin Keyserling, Director of the Women's Bureau, welcomed participants to the second meeting on private-household employment. She reviewed briefly economic, social, and legislative facts relating to private-household employment 1/ and again emphasized the need for dignity and status in this important occupation. Those conferees who had not attended the first consultation were referred to the summary of that meeting. 2/

Specific mention was made of certain aspects of the June 1964 meeting that led to calling of the present consultation:

> Agreed-upon need for further information on problems in this field, from the point of view of both employees and employers.
>
> Request to the Women's Bureau to prepare "questionnaires"--one for employees and one for employers--for possible use by nongovernment organizations in surveys to secure desired information.
>
> The fact that, as a result of the surveys and their attendant publicity, members of these nongovernment organizations, as well as many other people in local communities, would become aware of problems affecting this occupation, thereby making it less difficult to advance and achieve some objectives of the conferees.

Mrs. Keyserling spoke of the President's statement of February 1, which launched a nationwide Job Development Program in service and related fields. The President said, in part:

1/ See fact sheet, "Women Private-Household Workers," in appendix.

2/ "Summary of the Consultation on Private-Household Workers, June 2, 1964," U.S. Department of Labor, Women's Bureau, WB 65-45.

"I am convinced that a substantial number of jobs can be developed from such presently existing and unmet service needs--in business, at home, on the farm and in the community. . . .

"New ways of providing home and community services must be explored. . . ."

He also pointed to the need for basic training and education that service jobs require.

The conferees recognized that their organizations and agencies, working together in this field, could make a significant contribution toward the national objectives set forth by the President.

Special reference was made to the participation in the meeting of the president and vice president of the American Woman's Association. Earlier, this national organization had presented its 1964 award for eminent achievement to Assistant Secretary of Labor Esther Peterson. The grant of $2,500 that accompanied the award was set aside, by resolution of the Board of Governors of the Association, for use in a project geared to upgrading private-household employment.

In addition, Mrs. Keyserling noted that almost all 38 Governors' Commissions on the Status of Women 3/ are interested in this important occupational field. Of the 14 Commissions that had submitted reports, many made recommendations concerning private-household employment. The Minnesota Commission had published a "Working Code for Household Employment" (suggested as a guideline for agreements between employers and employees relating to wages, hours, duties, fringe benefits, etc.).

Mr. Samuel Ganz, Executive Officer, Manpower Administration, discussed the Job Development Program. He emphasized that an active manpower policy involves not only developing the skills and abilities of people to their maximum potential, but also providing meaningful jobs at the end of training--jobs that use trainees' skills and abilities. The Secretary of Labor, at the direction of the President, has drawn upon all forces of government to develop jobs in service and related fields.

3/ There are now 41.

Mr. Ganz also discussed the part of the Job Development Program that emphasizes assistance to management, including development of managerial skills. He urged nongovernment organizations, either singly or together, to help in establishing cooperativesor profit-sharing organizations of workers and also to help in establishing nonprofit corporations, by providing the kind of business or managerial skills needed to launch such enterprises. He added that these would be local programs, even though the stimulus came from the Federal Government. His office would like to work with voluntary and professional groups, through the Women's Bureau, to provide job opportunities and managerial organizations in the private-household field, using contract resources and expertise of the Office of Manpower, Automation, and Training (OMAT), the Community Action Program (CAP), and other government sources, as necessary.

REPORTS OF RECENT AND CURRENT ACTIVITIES

Nongovernment Organizations

Several organizations had discussed the proposed surveys of workers and employers at their board meetings or committee meetings since the last consultation, and the response was most enthusiastic and heartening. Four organizations--National Council of Catholic Women, National Council of Jewish Women, National Council of Negro Women, and United Church Women--are already involved in WICS (Women in Community Services, Inc.), which will recruit and screen young women for the Women's Job Corps. The aroused and heightened interest in disadvantaged private-household workers and in women and girls eligible for the Job Corps is part of a growing national concern for low-wage, low-status, undereducated, untrained, and otherwise deprived segments of our national life.

Some organizations which, by their nature, cannot participate in the surveys have individual members with a wealth of training experience in this field or in related fields. These persons are prepared and willing to work with organizations involved in the surveys.

A few organizations have been actively engaged in programs relating to private-household workers. For example, reference was made to activities in Boston and on Long Island, where local facilities were made available to

in-migrants on their half-days and days off for social and recreational diversion in an appropriate atmosphere. Training and instruction were given those girls and women who were unfamiliar with modern appliances used in the home.

Additionally, demonstration training projects (which included personal recruiting) were established in cooperation with the welfare department, employment service, and adult education department to show the feasibility of upgrading skills of women who needed and wanted to work, thus making them employable.

Government Agencies

The Social Security Administration reported on its continuing efforts to secure complete reporting for all household workers eligible for coverage. (A household worker who earns at least $50 in a calendar quarter from any one employer is eligible for coverage. Each such employer is required to file a report on the worker's quarterly earnings and to remit the tax due.) Since social security coverage is the only formal protection these workers have for providing against loss of income due to age, disability, or death, educational and informational campaigns focused on either worker, employer, or both are carried on to make them aware of the importance of the program and to secure compliance. Sources utilized in these campaigns include not only public employment services throughout the country, but also retail stores, direct mail, newspaper and magazine articles, and radio and television spot announcements and programs.

A recent variation of one of these techniques--the intensive direct mail campaign--proved valuable. While household employer registrations rose some 38 percent nationally in the first half of 1964, the area in which the intensive campaign was conducted showed an increase of 122 percent. Although not all the increase can be credited to the campaign, a large part of it undoubtedly can be.

The Office of Manpower, Automation, and Training (OMAT) reported that 18 training programs had been established between the first and second consultations on private-household employment. An evaluation of the 9 programs in existence at the time of the June meeting, conducted as a result of that meeting, confirmed that there is a large unmet need for these workers and that many presently registered for employment are not qualified; that when

trainees are highly motivated, completion rates are high; that when the community is involved--public and private agencies and volunteer groups--recruitment is better; and that dropouts are due basically to socio-economic reasons--family responsibilities or lack of finances (no training allowance or other source for maintaining self and family during the training period). Placement presented problems, primarily because of low wages offered at the completion of training. It was found also that for this occupation there must be more careful screening of those selected as trainees. The low wages offered also affected the institution of new training programs. Training did result in improved general appearance, employability, and attitudes, which led to greater job stability in addition to development of job skills.

The Bureau of Employment Security reported that the United States Employment Service (with which the 1900 local State Employment Service offices throughout the country are affiliated through their State agencies) was going to send out a "program letter" on strengthening household placements. It plans, shortly, to conduct a workshop to which representatives from household placement offices in selected metropolitan areas will be invited to help in planning means of organizing and improving the household section or office of local offices across the country. It is anticipated that, among other things, there will be discussions on: how to develop and increase openings to meet employers' needs for workers and workers' needs for employment; recruiting and training applicants; utilizing specialized kinds of workers; practicality of scheduling short-time jobs so that workers will be assured a full day's or a full week's work; dignifying job titles; developing special services; and raising the level of wages and working conditions.

Representatives of the Welfare Administration, the Office of Education, the Public Housing and Urban Renewal Administrations, the Home Extension (Demonstration) Service, and the Bureau of Labor Statistics also reviewed their programs and activities relating to this field of employment.

As in the June 1964 consultation, both government and nongovernment participants emphasized the importance of job titles.

NATIONAL COMMITTEE ON HOUSEHOLD EMPLOYMENT

Nongovernment participants decided that there was a need to coordinate the work of all the national organizations that want to play a part in helping to meet problems in this field of employment. Accordingly, they formed a National Committee on Household Employment to coordinate the activities of the private organizations, act as a clearinghouse, and advise appropriate government agencies on training programs. Although representatives could not commit their organizations to membership until they had presented the proposal to their respective governing bodies, most of them tentatively accepted membership. Miss Ethlyn Christensen, of the YWCA, agreed to act as temporary chairman.

Miss Dorothy Barko, president of the American Woman's Association, offered to contribute to the National Committee on Household Employment the money accompanying Mrs. Peterson's award. This would help to defray costs the National Committee would necessarily incur in its efforts to upgrade the status of private-household workers and private-household work. Miss Barko also accepted the office of treasurer for the National Committee. 4/

Survey of Private-Household Workers and Employers of Private-Household Workers

Members of the ad hoc National Committee agreed to undertake as a first project the proposed surveys of private-household workers and employers of private-household workers. It was understood that certain of its constituent organizations would become involved, but not necessarily all of them.

It was decided that the questionnaires and instructions for individuals conducting the surveys would be printed by the National Committee for distribution to participating organizations. Each member organization of the National Committee would prepare a covering letter on its own letterhead, explaining its involvement in the project, for mailing

4/ A press release announcing the formation of the National Committee is reproduced in the appendix.

to all of its local counterparts participating in the surveys. The Women's Bureau would provide the National Committee with copies of the President's statement of February 1, the fact sheet on women private-household workers, the press release concerning formation of the National Committee on Household Employment, and a paper explaining the Bureau's interest in this project.

Tentative target dates were established for completion of various steps of the project. On the assumption that printing would be completed and local organizations briefed and prepared in sufficient time, it was hoped that the surveys would be completed by May 15, local area analyses would be completed and sent to the National Committee by June 15, and the national analysis would be available to the Women's Bureau by July 15. After this date the completed questionnaires would be sent to the Women's Bureau, which would act as a depository.

It was agreed that:

Questionnaires would not be handled through the mail, but on an interview basis, either singly or in groups.

Participating organizations would draw up a basic list of cities to be covered, to assure a representative geographic distribution as well as a selection of areas of different sizes.

Local counterparts of the National Committee would be formed of all organizations participating in these surveys and of other groups working on other aspects of the problem.

The coordinator of local committees on household employment would hold group instruction or briefing sessions so that all individuals from all participating organizations would be similarly prepared.

The Women's Bureau would assist by suggesting plans for tabulating data secured from the surveys.

Local organizations would do the tabulating so that they might come to grips with any local problem(s) they find when they review and evaluate the results.

All Governors' Commissions on the Status of Women would be informed of this project in order to enlist their further interest and support.

Findings of the survey would be made available to the Women's Bureau for use in preparation of a publication on household employment.

Further details were left to a working committee of participating organizations.

It was agreed also that the National Committee and the government agencies would hold another consultation, possibly in June 1965, to report on progress, problems, and any new direction that might seem desirable.

Participants in the

Second Consultation on Private-Household Employment

February 8, 1965

Nongovernment Agencies

American Federation of Labor and Congress of Industrial Organizations	Miss Anne Draper, Research Associate
American Home Economics Association	Miss Edna Poyner, Program Assistant
American Woman's Association	Miss Dorothy Barko, President Miss Dorothea Hopfer, Vice President
Board of Missions of the Methodist Church, Woman's Division	Miss Theressa Hoover, Secretary of the Section of Christian Social Relations
Howard University	Dr. Flemmie Kittrell, Department of Home Economics
National Association of Colored Women's Clubs	Mrs. Werther G. Hamilton
National Association of Extension Home Economists	Mrs. Mary Donnini, President-elect
National Consumers League	Mrs. Sarah H. Newman, General Secretary
National Council of Catholic Women	Miss Barbara Brunton, Committee Secretary, Family and Parent Education Committee
National Council of Jewish Women	Mrs. Olya Margolin, Washington Representative
National Council of Negro Women	Miss Marie Barksdale, Executive Director, Delta Sigma Theta Sorority
National Federation of Settlements and Neighborhood Centers	Miss Gladys Duppstadt, Secretary for Social Education and Action

National Urban League	Mr. Desmond H. Sealy, Associate Director, Washington Bureau
United Church Women	Mrs. Eleanor French, Director, Christian Social Relations Department
United Planning Organization	Dr. James W. Carper, Job Development Staff
Young Women's Christian Association	Miss Ethlyn Christensen, Director, Bureau of Research and Program Resources

Government Agencies

Department of Health, Education, and Welfare	
Office of Education Division of Vocational and Technical Education	Miss Ata Lee, Program Specialist, Home Economics Education
Social Security Administration Information Office	Mr. Edward V. C. Nicol, Information Specialist
Division of Field Operations	Mr. Hugh F. McKenna, Director
Welfare Administration Office of the Commissioner	Miss Hilda Siff, Welfare Economist, Division of Research Mrs. Margaret A. Emery, Staff Development Field Defense Planning Officer
Housing and Home Finance Agency	
Public Housing Administration	Mrs. Dorothy Gilfert, Community Services Programs Officer
Department of Labor	
Deputy Assistant Secretary of Labor	Mr. Morris Weisz
Special Assistant to the Secretary	Mrs. Anne Butler
Special Assistant to the Secretary	Mr. Arthur Chapin
Manpower Administration	Mr. Samuel Ganz, Executive Officer
Bureau of Labor Standards	Mrs. Peggy Amundson, Labor Standards Adviser
Bureau of Labor Statistics	Miss Sophia Cooper, Chief, Division of Population and Labor Force Studies
Bureau of Employment Security U.S. Employment Service	Mr. Wayne Wetzel, Employment Service Adviser
Office of Manpower, Automation, and Training	Mrs. Mary Resh, Special Assistant to the Director
Interdepartmental Committee and Citizens' Advisory Council on the Status of Women	Mrs. Catherine S. East, Executive Secretary
Women's Bureau	Mrs. Mary Dublin Keyserling, Director Mrs. Mary N. Hilton, Deputy Director

Women's Bureau (continued)	Miss Mary M. Cannon, Chief, International Division
	Miss Eleanor M. Coakley, Chief, Division of Information and Publications
	Mrs. Agnes Douty, Chief, Field Division
	Mrs. Regina Neitzey, Chief, Branch of Labor Law
	Mrs. Pearl G. Spindler, Chief, Branch of Special Projects
	Mrs. Evelyn W. Farber, Labor Economist
	Miss Mary Manning, Social Science Adviser
Guest of the Women's Bureau	Mrs. Karen Dahlerup of Denmark

June 1965

Labor D.C. (WB 65-366)

APPENDIX

U.S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON, D.C. 20210

WOMEN PRIVATE-HOUSEHOLD WORKERS
FACT SHEET

There were 1.4 million women private-household workers--members of one of the largest occupations for women--at the time of the 1960 census.1/ They represented just over 96 percent of all workers in this occupation. In addition, there were almost 350,000 women babysitters also classified as private-household workers.2/

Annual wages in this occupation are very low:

In 1963, the median* wage of even those women who were year-round full-time private-household workers, including babysitters, was $1,108.3/

The total cash income--which included wage and self-employment income as well as all forms of social insurance and public assistance payments--of all women in this field of employment in 1963 was still very low:

91 percent had total cash incomes under $2,000, and 68 percent, under $1,000.

Median total cash income of the women who were year-round full-time workers--slightly more than one-fifth the total--was $1,240.

---

*Median means half above, half below; year round, 50 to 52 weeks; and full time, 35 hours or more a week.

The low annual wages of all women private-household workers reflect the intermittent character of their employment as well as their low rates of pay when employed:

Part time/Full time

A little more than half worked part time (less than 35 hours a week) during the 1960 census week. Almost one-fourth of the total group worked less than 15 hours.

Of the full-time workers, the single largest group (43.6 percent) worked a 40-hour week. However, almost as many (43.4 percent) worked longer hours--from 41 hours a week to more than 60 hours a week.

Part year/Full year

Just under 3 out of 10 worked 26 weeks or less.

Nearly 6 out of 10 worked at least 40 weeks.

Only 4 out of 10 worked 50 to 52 weeks a year.

A high proportion were heads of families:

About a quarter of a million families were headed by private-household workers in 1960, and most of these family heads were women. An estimated 15 percent of women in this occupation, as a minimum, were heads of families.

In two-thirds of the families headed by either men or women private-household workers, there were children under 18 years of age. About one-fourth of the families with children under 18 had at least 4 children in the family.

Of the 1.4 million women who reported their occupations as dayworkers, housekeepers, maids, laundresses, etc.:

More lived in the South than elsewhere:

About 54 percent were in the South;

Over 19 percent were in the Northeastern States;

About 18 percent were in the North Central States; and

More than 9 percent were in the West.

Negroes predominated:

Some 64 percent were Negro;

About 35 percent were white; and

Almost 1 percent were other nonwhites.

Relatively few were "live-in" workers:

About 11 percent "lived in."

This was an urban occupation:

About 74 percent were in urban areas;

Some 21 percent were in rural nonfarm areas; and

5 percent were in rural farm areas.

The average private-household worker was about 6 years older than the typical woman in the labor force:

The median age of all employed private-household workers was 46 years.

53 percent were 45 years and over,

29 percent were over 55, and

10 percent were 65 and over.

The median for white employed private-household workers was 53 years, compared to 43 years for nonwhites.

More were married than were single, or widowed, or separated or divorced:*

Just under 40 percent were married;

Slightly more than 20 percent were widowed;

About 20 percent were either separated or divorced; and

Almost another 20 percent were single.

Educationally, the private-household worker is disadvantaged:

Educational attainment	Women private-household workers		
	Total	White	Nonwhite
		Years	
Median years of school completed	8.4	8.6	8.2
		Percent	
Less than 5 years of school	15.4	9.8	18.5
High school completed	12.4	13.8	11.6
Some college (1 year to 5 years or more)	2.7	4.0	2.0

*With husband present.

Legislatively, the private-household worker is disadvantaged:

Workers in private-household employment are not afforded the protection of the Federal minimum wage and hour law nor of the major forms of social insurance from which most other workers benefit. While private-household work is covered by the Social Security Act, workers in this occupation receive credits toward an old-age, survivors, or disability pension only if they earn a minimum of $50 from any one employer in a calendar quarter.

New York and Hawaii have limited coverage of domestic workers under their State unemployment compensation laws. In New York, coverage is limited to domestics who work in households where at least four such workers are employed. And in Hawaii, private-household workers are covered only if they earn at least $225 in a calendar quarter.

Washington is the only State which has a maximum hour law--60 hours a week--applicable to these workers.

Wisconsin has a minimum wage order covering all domestic service workers. The Michigan minimum wage law, which became effective January 1, 1965, applies to those private-household workers who work for an employer who employs four or more persons.

Workmen's compensation coverage is compulsory for all regularly employed private-household workers in Puerto Rico and for all but part-time workers in Alaska. Connecticut has compulsory coverage for all private-household workers employed more than 26 hours a week by one employer; California, for those working over 52 hours a week for one employer; Ohio, for those in households where the employer has three or more such employees; and New York, for those domestic service workers employed a minimum of 48 hours a week by one employer in cities of 40,000 or more. Massachusetts has compulsory coverage for private-household workers other than those who are seasonal, casual, or part time (less than 16 hours a week). For the latter group, coverage is elective. Coverage is also elective in New Jersey, but the employer is not required to insure. In most jurisdictions which do not specifically cover private-household workers under workmen's compensation laws, such workers may be brought under voluntary coverage.

Footnotes

1/ U.S. Department of Commerce, Bureau of the Census, U.S. Census of Population, 1960, Occupational Characteristics and U.S. Summary: Detailed Characteristics.

2/ Except for the section on wages and income for 1963, the information in this fact sheet excludes data for babysitters.

3/ U.S. Department of Commerce, Bureau of the Census, Current Population Reports: Consumer Income, Series P-60 No. 43, Income of Families and Persons in the United States, 1963.

March 1965

WB-65-228

NEWS from U.S. DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

USDL-6493

FOR IMMEDIATE RELEASE
Thursday, February 11, 1965

Eleanor Coakley
961-2188

NATIONAL COMMITTEE ON HOUSEHOLD EMPLOYMENT FORMED

A National Committee on Household Employment is being set up by a group of volunteer organizations which participated in a consultation on private-household employment called by the Women's Bureau of the U.S. Department of Labor, Mrs. Mary Dublin Keyserling, Director of the Bureau announced today. Miss Ethlyn Christensen, Director, Bureau of Research and Program Resources, Young Women's Christian Association, was named acting chairman.

The new Committee will serve as a clearinghouse for private organizations interested in the field of household employment and will coordinate their efforts. It will also assist them in working with related government programs.

First project of the Committee will be a study to determine the problems faced by employers and household workers and what is needed to upgrade occupations in home-related services. Using guidelines prepared by the Women's Bureau and approved by the Committee, participating organizations will interview both household workers and employers.

Employees will be asked such information as whether they want training and if so, what kind; what days and/or hours they are available for work, and what they think would help raise the status of the occupation. Employers will be asked, among other questions, what kind of work they want done, what

specialized kinds of assistance they could use, the number of days or hours a week they need help, and whether they would pay more for trained workers.

It is expected, Mrs. Keyserling pointed out, that the study will stimulate local interest and action, encourage the institution of training programs for new and more specialized skills and the development of improved standards for household work. It will also furnish guidelines for the improvement of recruitment and placement techniques and will enlarge public understanding of changing needs.

Funds for the study will be contributed by the American Woman's Association through a grant which accompanied the Association's Award for Eminent Achievement presented to Assistant Secretary of Labor Esther Peterson, last spring. Miss Dorothy Barko, president of the Association, will serve as treasurer of the new Committee.

The consultation on household employment, which was held Monday, was the second such meeting called by the Women's Bureau. It focused on private and government programs to stimulate new ways of providing home and community services, of expanding training and of improving work standards, Mrs. Keyserling reported.

Reporting at Monday's meeting on programs geared to training for placement in and upgrading of household employment were representatives of the Office of Manpower, Automation, and Training, and the Bureaus of Employment Security, Labor Standards, and Labor Statistics in the Department of Labor; Office of Education, Social Security Administration, and Welfare Administration in the Department of Health, Education and Welfare; the Public Housing Administration, Housing and Home Finance Agency, and the

United Planning Organization of the District of Columbia.

National organizations concerned with these program objectives and participating in the meeting include: American Federation of Labor-Congress of Industrial Organizations; American Home Economics Association; American Woman's Association; Board of Missions of the Methodist Church, Woman's Division; Howard University, Department of Home Economics; National Association of Colored Women's Clubs; National Association of Extension Home Economists; National Consumers League; National Council of Catholic Women; National Council of Jewish Women; National Council of Negro Women; National Federation of Settlements and Neighborhood Centers; National Urban League; United Church Women, and the Young Women's Christian Association.

# # #

Labor DC (WB 65-191)

MAR 1965

U.S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON, D.C. 20210

TO IMPROVE THE STATUS OF PRIVATE-HOUSEHOLD WORK

Many organizations and agencies, both government and nongovernment, long have been interested in improving the status of private-household workers. Vitally concerned are not only the 1-1/2 to 2 million women employed in this occupation and their employers, but also many unemployed women and prospective employers. Although many household positions cannot be filled because of the lack of qualified applicants, there are many unemployed women who can be trained for this occupation and other women and girls who might enter the occupation if it were given more dignity.

In June 1964, the Women's Bureau of the U.S. Department of Labor held a consultation with representatives of national organizations and government agencies to discuss ways to stimulate improvement in worker qualifications and performance as well as in existing working conditions, so that the status of household work could be raised and the occupation made more attractive. Some of the facts about this occupation, such as low pay and the lack of protective legislation, were reviewed at the meeting. For example--

> *Median annual earnings for all the women who worked year round in full-time jobs in 1963 were about $1,100, according to Bureau of the Census reports.*
>
> *While private-household workers are covered by social security if they earn a minimum of $50 from any one employer in a calendar quarter, they are virtually excluded from other protective legislation from which most workers benefit.*

The participants at this meeting also reviewed the various government and nongovernment training programs already under way.

It was decided at this meeting that although considerable factual information about this occupation is available, it would be extremely valuable in defining, understanding, and solving problems in this field of employment if more information were available with respect to:

> The kind of workers employers want; what they want their workers to do; what they pay their workers; what fringe benefits they provide; whether they will pay more for trained workers; etc.
>
> The number of days each week the workers want to work; what they like and dislike about their jobs; what they are paid; what fringe benefits they are given; whether they are interested in training opportunities; etc.

A second consultation, with representatives of the same and additional groups, was held in February of this year. Discussion focused on recent private and government training and other programs directed toward upgrading the status of private-household work. Participants recognized that their organizations and agencies working together could make a major contribution toward national objectives set forth in the President's statement, released February 1, 1965, launching a nationwide Job Development Program in service and related fields. President Johnson stated, in part:

> *". . . housewives cannot get the help they seek for work in the home or in the yard."*

And:

> *"New ways of providing home and community services must be explored."*
>
> *"There are two other problems which have prevented a more rapid expansion of service employment--low wage rates and an attitude that much service work lacks dignity.*
>
> *"This Job Development Program . . . should contribute to raising these [wage and other work] standards and to recognition of the importance and value of all service work."*

At the February meeting, the participating nongovernment organizations established a National Committee on Household Employment to coordinate the efforts of the many private organizations concerned with upgrading the status of this occupation, with promoting the expansion of job opportunities, and with related matters.

This National Committee is sponsoring interviews with private-household workers and employers of private-household workers, in many areas throughout the country, to ascertain attitudes and problems as they see them. On the basis of these findings, the participating national organizations will develop recommendations for action which will be coordinated in a report to be prepared by the Women's Bureau, U.S. Department of Labor. This report also will include a summary review of background data.

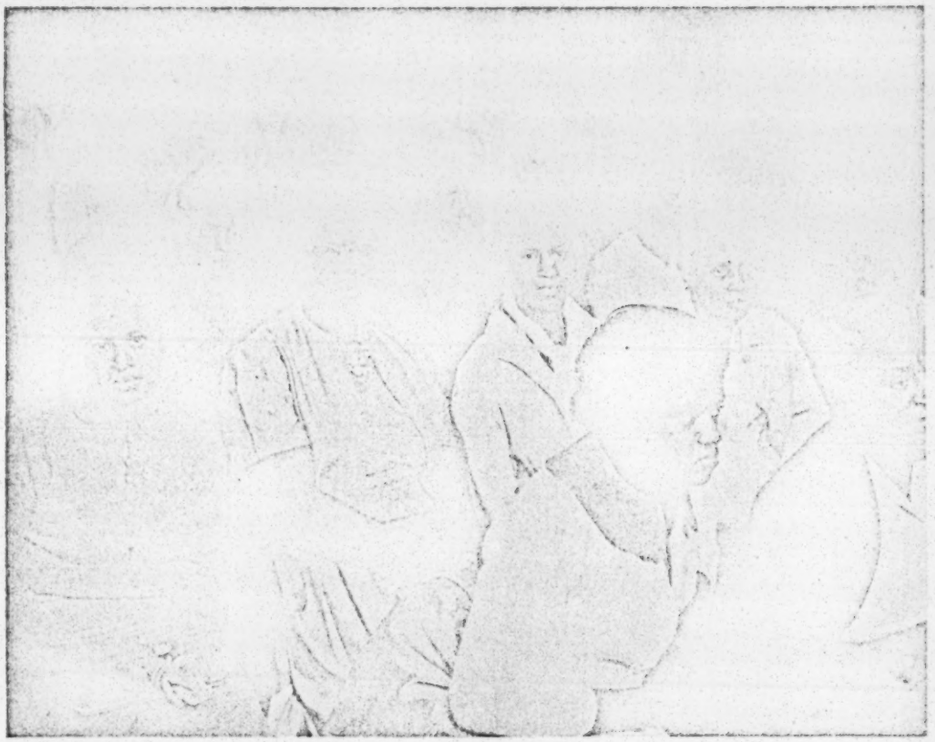
March 1965

Nov 13, 1965

LABOR

Negroes in South push to sign up

Organizing is gaining momentum as result of ferment on civil rights



Southern Negroes, shaken out of apathy by civil rights movement, show new interest in unionism. These poultry workers meet in a Greensboro (Ala.) church.

Time and again, unionists have prematurely predicted the organization of the South.

Today, it may actually be happening—in a manner few predicted.

Southern Negroes are joining unions as an outgrowth of the civil rights movement. Sometimes the connection is direct. Negro workers at the Pomona Products Co. food packing plant in Griffin, Ga., signed membership cards in the Retail, Wholesale & Department Store Union while picketing the plant to protest the firing of a Negro who had used the white drinking fountain. Sometimes the connection is indirect—a matter of a new willingness to defy Mr. Charlie, union officials say. Either way, the situation offers organizing possibilities that didn't exist a year ago. Unions have reacted by hiring more Negro organizers.

Moreover labor officials insist the civil rights movement has also brought white Southerners into unions by teaching them the value of organization.

"They've learned from the Negro that the way to improve conditions is to join an organization and push," one official says.

Less static. Whatever the explanation, the facts are clear. Unions whose Southern membership had remained static or grown by handfuls during a decade of rapid industrial development now report substantial increases during the past year, often the past few months. A sampling:

- RWDSU claims 17,000 Southern members; 1,500 of them joined since June.
- The independent International Union of Laundry Workers claims 7,000 Southern members; 2,000 of them joined during the past year.
- The International Chemical Workers Union claims 15,000 Southern members; 2,000 of them joined during the past year. This includes the 800 employees of Scripto, Inc., 700 of them Negro, who walked an Atlanta picket line with Dr. Martin Luther King last winter. A "discriminatory" wage increase—2% for unskilled workers (mostly Negro) and 4% for skilled (mostly white)—led both to King's participation and the union's success.
- The American Federation of State, County & Municipal Employees claims 4,000 members in Georgia; 1,000 of them joined during the past year.

Old Confederacy gains. In all cases, Negroes make up a healthy percentage of these unions' Southern membership, ranging from 35% for RWDSU to 90% for the Laundry Workers. Five years ago, AFSCME's Georgia membership was 15% Negro. Today it is 40%.

Records of National Labor Relations Board elections in the 10 states of the Confederacy tell a similar story of increased receptiveness to unionism.

In fiscal 1963, 87,085 workers cast valid votes in NLRB collective bargaining elections. The unions won in bargaining units whose total work force numbered 44,372. In other words, 51% of the workers who participated in NLRB elections wound up with union representation.

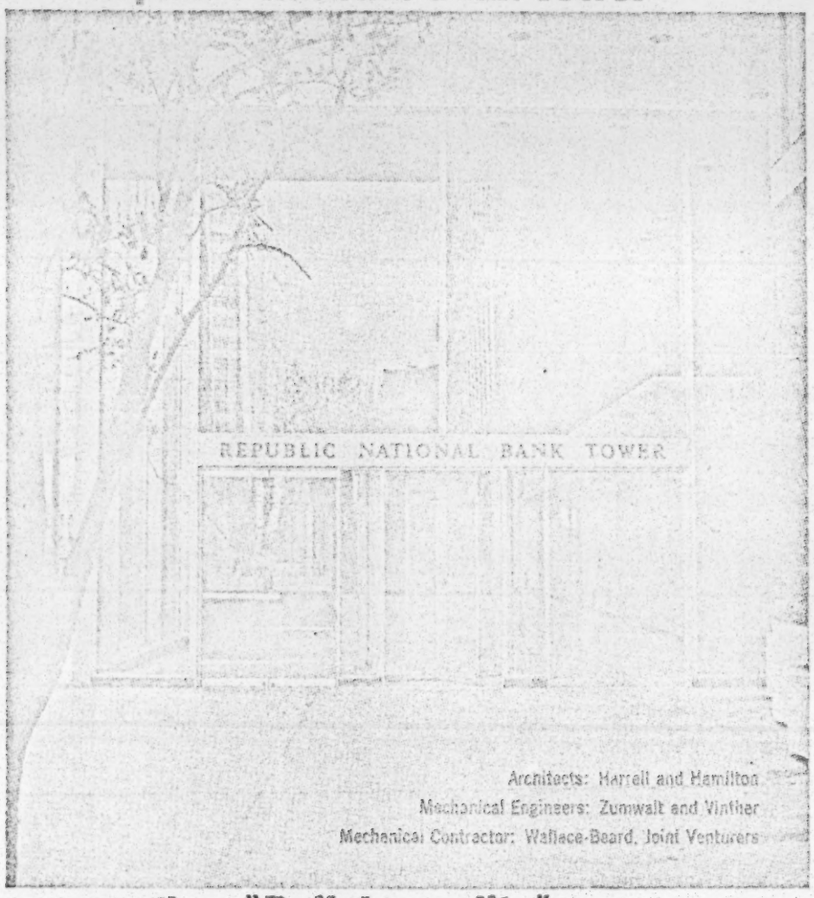
In fiscal 1965—which ended June 30—99,351 workers cast valid votes in Southern NLRB elections. The unions won in bargaining units whose total work force numbered 67,104—67%.

The change is less striking when one compares the number of elections won rather than the number of employees covered in winning elections—635 out of 1,138 (or 56%) for 1963; 761 out of 1,286 (or 59%) in 1965. This suggests that union prospects are improving more quickly in large plants than they are in small.

Phenomenon. Even more significant in the view of historically minded unionists, a fair number of the newly organized plants came in "cold." Such plants have no previous record of organizing attempts and, often, no employees who ever worked in union plants elsewhere. They simply respond to their first contact with an organizer by joining the union. It took the RWDSU just three days to sign up the bulk of Pomona Products' 350 workers after hearing about their picket line from the NAACP.

This is phenomenal, especially in the South. There unions have hammered at their targets in campaign after campaign, sometimes with

Republic National Bank Tower



Architects: Harrell and Hamilton
Mechanical Engineers: Zumwalt and Vinther
Mechanical Contractor: Wallace-Beard, Joint Venturers

another "Buffalo-quality" air conditioning job

Air conditioning the new 50-story addition adjacent to the 36-story Republic National Bank Building in Dallas, Texas, presented several unusual problems. For example, the systems for the two buildings had to be integrated, and a variety of environmental requirements were encountered in the new building. Buffalo's comprehensive line of air conditioning equipment was able to meet every requirement. In the Tower, over 75 'Buffalo' factory-fabricated air conditioning cabinets handle interior zones. 'Buffalo' fans and coil units serve peripheral zones through a high pressure system. This is one more example of the confidence engineers and contractors place in 'Buffalo's' engineering and fabricating capabilities. For quality equipment correctly applied, see your Buffalo Engineering Representative. He's in the Yellow Pages of the business center near you.

BUFFALO FORGE COMPANY
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AIR CONDITIONING CABINETS HEART OF THE SYSTEM

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years in between, before painfully amassing a majority.

Large numbers of workers last signed up cold during the great organizing surges of the 1930s in the urban North. Perhaps the South is on the verge of a similar period, some laborites suggest.

Many reasons. Others offer more mundane explanations for union successes. Quicker NLRB elections give employers and anti-union communities less time to wear down union loyalties, one official notes. Others observe that some Southern employers, particularly those connected with national chains, no longer fight so hard.

Another school holds that it's natural for Negroes to join unions once they get over their fear because "they know they belong to the working class—there's no status problem there." And certainly it's true that recent Negro—and white—union recruits work mainly at unskilled, low-paying jobs.

Moreover, tarring unions with the civil rights brush is not the foolproof anti-labor technique it used to be, now that employers must avoid overt discrimination themselves if they want to keep government contracts—or simply keep out of trouble.

Natural direction. Overriding all these explanations is a more basic one: that industrial civilization inevitably brings unionism, and that the time has come for the South. A veteran organizer explains it like this.

"Of course, the civil rights movement has had a tremendous subliminal effect on the Southern worker. It's replaced the old fatalism with a new object lesson: Here are people even more downtrodden than he, helping themselves through their organizations.

"But the Southern worker would be moving in our direction anyway. He's been off the farm long enough. That $1.25 an hour doesn't look so great any more. He's seen other plants around, he's met other kinds of people, he doesn't think the boss and the jackleg preacher between them know everything.

"He's ready to join the union on logical grounds, and he won't be scared off so easily by talk of Red agitators or race mixing."

This official believes that a period of Southern membership growth lies ahead even for those unions—like his, the International Ladies' Garment Workers' Union—that have registered little organizing improvement so far. It's implicit in the new steadfastness shown even in losing campaigns today, he says. **End**

CURRENT DATA
ON
NONWHITE WOMEN WORKERS

U.S. DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary
WOMEN'S BUREAU
Mary Dublin Keyserling, Director
December 1965

U.S. DEPARTMENT OF LABOR
Women's Bureau
Washington, D.C. 20210

December 1965

CURRENT DATA ON NONWHITE WOMEN WORKERS 1/

Labor Force Status and Participation

There were 3.6 million nonwhite women workers in the United States in September 1965. (Table 1) They represented 48 percent of nonwhite women in the population and 14 percent of all women workers. Almost 4 million nonwhite women were not in the labor force; about 3 million of them were keeping house, 914,000 were in school, and 199,000 were not working for other reasons.

In each age group except the teenager group, nonwhite women had a higher labor-force participation rate than white women. (Table 2) Similarly, among married women (husband present) with or without children, there were proportionately more nonwhite than white working wives. (Table 3) Among nonwhite working mothers, those with school age children only had the highest labor force participation rate (58 percent).

In September 1965, 284,000 nonwhite women workers were seeking work. (Table 1) The unemployment rate was 7.8 percent. This compares with 4.7 percent for white women.

Unemployment rates of nonwhite women in 1964 were higher than those of white women in each age group except 65 years and over, with the most striking difference occurring among teenagers. (Table 2) About every third nonwhite girl 14-19 years old was looking for a job as compared to every seventh white girl.

Occupations

Nonwhite women were employed in all major occupational groups in September 1965, with the largest number in private-household and other service work. (Table 4) In contrast, the largest number of white women were clerical workers.

Similar proportions of nonwhite and white women were employed as operatives. The proportions of nonwhite women teachers and white women teachers were about the same; all other white-collar categories accounted for relatively fewer nonwhite than white women.

1/ For detailed information on nonwhite and Negro women workers, see "Negro Women Workers in 1960," Women's Bureau Bulletin 287. 1964.

Work Experience

Of all nonwhite women at work in September 1965, more than one-fourth were employed on a part-time basis compared with one-fourth of the white women. (Table 5) Relatively more nonwhite women than white women reported they usually worked part time involuntarily.

More than half of all nonwhite women worked some time during 1963. (Table 6) Of these, almost one-third worked full time the year round and another one-third worked a full-time week, but for only part of the year. In contrast, almost half of the nonwhite teenage girls and more than two-thirds of the women 65 years and over who worked some time during 1963 had part-time jobs.

Income

Nonwhite women with income 2/in 1964 numbered almost 5.1 million and represented two-thirds of the nonwhite woman population. (Table 7) Their median income (half above, half below) was $1,066. A smaller proportion of white women reported income, but their median was almost half again as high--$1,513.

More than 2 out of 3 nonwhite women had income of less than $2,000 in 1964, and almost 1 out of 2 had less than $1,000. In contrast, about 3 out of 5 white women received less than $2,000, and 2 out of 5 received less than $1,000.

There was not much difference in the percentages of nonwhite and white women who were year-round full-time workers. The median income of nonwhite women workers, however, was only 69 percent that of white women workers in 1964.

Years of School Completed

The educational level attained by nonwhite women in the labor force in March 1964 was higher than that of all nonwhite women in the population, but lower than that of white women. (Table 8) The median school years completed by nonwhite women workers was 10.8 years--1½ years less than that of white women workers.

Seven percent of nonwhite women workers and 12 percent of nonwhite women in the population had less than 5 years of schooling. In contrast, only 2 percent of white women workers and 4 percent of all white women had so little schooling.

2/ Refers to total income from all sources.

Almost 2 out of 3 nonwhite women workers had some high school education, and 1 out of 8 had attended college. For white women workers, the ratios were 4 out of 5 and 1 out of 5, respectively.

Information on Negro Women, 1960

The ratio of Negro women workers to all Negro women in the individual States, in 1960, ranged from 30 percent in Hawaii and Maine to 59 percent in Alaska. (Table 9) In each of these 3 States, however, the number of Negro women was very small. In New York, where their concentration was greatest, 50 percent of the Negro women were in the labor force. For the Nation, the proportion of Negro women workers in the Negro woman population was 42 percent.

The median number of school years completed by Negro women in the population also varied widely among the States. It ranged from 7.5 years in Georgia and Mississippi to 12.2 years in Hawaii. For the Nation, the average was 8.9 years.

Table 1.--Labor Force Status of Nonwhite Women and all Women
September 1965

(Women 14 years of age and over)

Labor force status	Number		Nonwhite women as percent of all women
	Nonwhite women	All women	
Population 1/	7,643,000	70,403,000	10.9
Civilian labor force	3,644,000	26,615,000	13.7
Employed	3,360,000	25,246,000	13.3
Unemployed	284,000	1,368,000	20.8
Not in the labor force	3,999,000	43,788,000	9.1
Unemployment rate (percent)	7.8	5.1	

1/ Excludes women in the Armed Forces.

Source: U.S. Department of Labor, Bureau of Labor Statistics: Employment and Earnings, October 1965.

NOTE

Because of rounding, percentages in statistical tables do not necessarily add to 100.

Table 2.--Labor Force Participation and Unemployment Rates of Nonwhite and White Women by Age, 1964
(Women 14 years of age and over)

Age group	Percent of women in population who work		Percent of unemployed women in the labor force	
	Nonwhite	White	Nonwhite	White
All women workers	46.0	36.4	10.8	5.5
14 to 19 years	22.8	29.0	30.6	13.2
20 to 24 years	53.6	48.8	18.3	7.1
25 to 34 years	52.8	35.0	11.2	5.2
35 to 44 years	58.4	43.3	7.8	4.5
45 to 54 years	62.3	50.2	6.1	3.6
55 to 64 years	48.4	39.4	3.8	3.5
65 years and over	12.7	9.9	2.2	3.4

Source: Manpower Report of the President and A Report on Manpower Requirements, Resources, Utilization, and Training by the United States Department of Labor. March 1965.

Table 3.--Labor Force Participation Rates of Nonwhite and White Married Women (husband present)
March 1964
(Women 14 years of age and over)

	Percent of married women who work 1/		
	Total	Nonwhite	White
All married women (husband present)	34.4	45.1	33.4
With children under 6 years	22.7	33.7	21.4
Some under 3 years	20.5	29.3	19.3
None under 3 years	26.7	44.6	25.0
With children 6 to 17 years only	43.0	57.7	41.9
Without children under 18 years	37.8	49.1	36.8

1/ Women in civilian labor force as percent of women in population.

Source: U.S. Department of Labor, Bureau of Labor Statistics: Special Labor Force Report No. 50.

Table 4.--Occupations of Employed Nonwhite and White Women
September 1965

(Women 14 years of age and over)

Occupation	Employed women			
	Nonwhite		White	
	Number	Percent	Number	Percent
All groups	3,644,000	100.0	22,971,000	100.0
White-collar workers				
Professional, technical workers	255,000	7.0	3,124,000	13.6
Medical, other health workers	55,000	1.5	827,000	3.6
Teachers (except college)	142,000	3.9	1,263,000	5.5
Other professional, technical workers	58,000	1.6	1,034,000	4.5
Managers, officials, proprietors	55,000	1.5	1,080,000	4.7
Salaried workers	22,000	0.6	620,000	2.7
Self-employed (retail trade)	26,000	0.7	299,000	1.3
Self-employed workers (except retail trade)	7,000	0.2	138,000	0.6
Clerical workers	401,000	11.0	7,856,000	34.2
Stenographers, typists, secretaries	117,000	3.2	2,871,000	12.5
Other clerical workers	284,000	7.8	4,985,000	21.7
Sales workers	62,000	1.7	1,838,000	8.0
Blue-collar workers				
Craftsmen	33,000	0.9	253,000	1.1
Operatives	528,000	14.5	3,561,000	15.5
Nonfarm laborers	26,000	0.7	69,000	0.3
Service workers				
Private-household workers	1,064,000	29.2	1,240,000	5.4
Service workers (except private-household)	882,000	24.2	3,262,000	14.2
Waitresses, cooks, and bartenders	200,000	5.5	1,286,000	5.6
Other service workers	678,000	18.6	1,953,000	8.5
Farm workers				
Farmers and farm managers	15,000	0.4	115,000	0.5
Farm laborers and foremen	321,000	8.8	551,000	2.4

Source: U.S. Department of Labor, Bureau of Labor Statistics: Employment and Earnings, October 1965.

Table 5.--Full-time and Part-time Job Status of Nonwhite and White Women Workers, September 1965

(Women 14 years of age and over)

Full-time and part-time job status	Women at work 1/	
	Nonwhite	White
Total at work, September 1965		
Number	2,898,000	20,226,000
Percent	100.0	100.0
On full-time schedule 2/	72.8	75.3
On part-time schedule 3/	27.3	24.7
For economic reasons 4/	8.8	3.0
Usually work full time	1.9	1.4
Usually work part time	6.9	1.6
For other reasons (usually work part time)	18.5	21.7

1/ Excludes women at work in agricultural industries.
2/ Refers to work of 35 hours or more a week.
3/ Refers to work of less than 35 hours a week.
4/ Includes slack work, material shortages, repairs to plant or equipment, start or termination of job during the week, and inability to find full-time work.

Source: U.S. Department of Labor, Bureau of Labor Statistics: Employment and Earnings, October 1965.

Table 6.--Work Experience of Nonwhite Women in 1963, by Age

(Women 14 years of age and over)

Work experience in 1963	Total	14-19 years	20-24 years	25-64 years	65 years and over
Number of nonwhite women	7,373,000	1,216,000	780,000	4,660,000	717,000
Percent with work experience	54.8	32.9	65.5	64.0	20.8
	Percent distribution				
Total with work experience	100.0	100.0	100.0	100.0	100.0
On full-time jobs 1/	65.8	51.5	73.0	68.0	32.2
50-52 weeks	31.0	2.2	23.5	36.6	20.1
27-49 weeks	16.5	8.8	15.1	18.2	6.7
1-26 weeks	18.3	40.5	34.4	13.2	5.4
On part-time jobs 2/	34.3	48.5	27.0	32.0	67.8

1/ Refers to work of 35 hours or more a week.
2/ Refers to work of less than 35 hours a week.

Source: U.S. Department of Labor, Bureau of Labor Statistics: Special Labor Force Report No. 48.

Table 7.--Median Income of Nonwhite and White Women in 1964

(Women 14 years of age and over)

	Women	
	Nonwhite	White
Total income recipients		
Number (with income)	5,090,000	36,614,000
Percent of population	67	59
Median income	$1,066	$1,513
Percent distribution		
Income range	100	100
Under $1,000	48	39
$1,000 to $1,999	21	19
$2,000 to $2,999	14	13
$3,000 to $3,999	8	11
$4,000 to $4,999	4	8
$5,000 and over	5	10
Year-round, full-time workers		
Percent of total income recipients	26	29
Median income	$2,663	$3,835

Source: U.S. Department of Commerce, Bureau of the Census: Current Population Reports, Series P-60, No. 47 (September 24, 1965).

Table 8.--Years of School Completed by Nonwhite and White Women, March 1964

(Women 18 years of age and over)

Years of school completed	Population		Labor force	
	Nonwhite women	White women	Nonwhite women	White women
Number 1/	6,514,000	55,369,000	3,144,000	21,182,000
Percent	100.0	100.0	100.0	100.0
No school years completed	2.4	1.2	1.3	0.3
Elementary school:				
1 to 4 years	10.0	3.2	5.7	1.5
5 to 7 years	18.0	8.4	17.1	5.4
8 years	11.7	14.0	11.0	10.9
High school:				
1 to 3 years	24.6	18.6	25.1	17.8
4 years	23.7	37.5	26.7	43.1
College:				
1 to 3 years	6.3	10.3	7.8	11.0
4 years	2.4	5.1	3.4	7.0
5 years or more	1.0	1.7	1.8	3.1
Median years of school completed	10.0	12.1	10.8	12.3

1/ Refers to the civilian noninstitutional population.

Source: U.S. Department of Labor, Bureau of Labor Statistics: Special Labor Force Report No. 53.

Table 9.--Negro Women in the Population and Labor Force and Years of Schooling, Selected States, 1960
(Women 14 years of age and over)

State	Number		Percent in labor force	Median years of school completed 2/
	Population	Labor force 1/		
UNITED STATES 3/	6,374,575	2,690,774	42	8.9
Alabama	328,282	123,326	38	8.0
Alaska	1,605	943	59	11.8
Arizona	13,165	5,375	41	9.2
California	293,495	130,968	45	10.6
Colorado	13,028	6,096	47	11.1
Connecticut	36,357	17,544	48	9.9
District of Columbia	148,713	78,547	53	10.4
Florida	287,148	150,813	53	8.4
Georgia	377,860	162,245	43	7.5
Hawaii	765	230	30	12.2
Illinois	355,174	146,751	41	9.7
Indiana	89,640	36,060	40	9.8
Iowa	8,428	3,485	41	10.1
Kansas	29,854	12,065	40	10.2
Louisiana	341,270	122,250	36	7.6
Maine	736	237	30	12.1
Maryland	171,390	77,410	45	9.0
Massachusetts	38,679	18,689	48	10.6
Michigan	237,259	86,744	37	9.9
Minnesota	7,179	3,359	47	11.0
Mississippi	290,503	100,172	34	7.5
Missouri	136,706	56,488	41	9.3
Nebraska	9,418	4,055	43	10.3
Nevada	3,946	2,141	54	9.6
New Jersey	181,897	88,523	49	9.6
New Mexico	5,046	2,456	49	10.0
New York	545,511	272,022	50	10.0
North Carolina	358,520	145,011	40	8.3
Ohio	266,700	110,369	41	9.8
Oklahoma	53,066	19,017	36	9.4
Oregon	5,693	2,358	41	10.3
Pennsylvania	305,672	132,834	43	9.8
Texas	401,786	176,306	44	9.0

See footnotes at end of table.

Table 9.--Negro Women in the Population and Labor Force and Years of Schooling, Selected States, 1960--Continued

State	Number		Percent in labor force	Median years of school completed 2/
	Population	Labor force 1/		
UNITED STATES 3/				
Utah	1,273	498	39	10.5
Virginia	268,194	105,010	39	8.3
Washington	13,916	6,104	44	10.6
Wisconsin	22,382	9,536	43	9.9

1/ Includes members of the Armed Forces.
2/ Refers to Negro women in the population.
3/ Includes data for the 12 States not listed separately.

NOTE.--The Bureau of the Census reported data by race only for States with 2,500 or more Negroes and 2,500 or more persons of other nonwhite races.

Source: U.S. Department of Commerce, Bureau of the Census: 1960 Census of Population. Nonwhite Population by Race.

2-21-66

NEWS DIGEST 2/21/66
NEGRO WORKER PROGRESS -

Civil Rights Followed in Manpower Training: Secretary Wirtz' 3rd annual Report to Congress on Manpower Training shows: Program acts to enforce Civil Rights provisions. Also: Over a third of the women enrolled in institutional training programs were nonwhite. Also: The proportion of nonwhite persons among on-the-job trainees rose from 15 to 22 percent of all trainees in 1964. Also: Nearly 30 percent of unemployed and underemployed workers enrolled in MDTA institutional programs in 1964 were nonwhite. Also: The nonwhite placement rate of trainees was 70 percent, the white was 78 percent.

Uncle Sam Dons Apron for Sweeping Study

THE WASHINGTON POST

Thursday, Feb. 24, 1966

Household Services Due to Get Help

By Carolyn Lewis
Washington Post Staff Writer

When Stanley Ruttenberg, Manpower Administrator of the Department of Labor, signed a two-year contract with the National Committee on Household Employment yesterday, he indicated officially that the U.S. Government was listening and responding to two distinct cries for help.

One sprang from the millions of American women who desperately seek skilled domestic help but can't find it.

The other came from unemployed women who are ill-equipped for domestic work or who spurn it as employment offering neither dignity nor adequate wages.

Under the $105,000 Manpower Development and Training Act (MDTA) program, 500 unemployed persons will receive job training in private household skills under 6 to 8 different experimental projects around the country.

THE NATIONAL Committee on Household Employment (NCHE), which will be responsible for the program, is a non-profit organization supported by 16 national women's associations and several corporations.

Ethlyn Christensen, director of the Bureau of Research and Program Resources of the National Board, YWCA, and chairman of the NCHE Committee, said at the 3 p.m. signing ceremony in the Office of Secretary of Labor Willard Wirtz, that the Committee considers the contract to be "a valuable opportunity to share the goals of the Government" in the war against poverty.

THE NEW experimental and demonstration program will utilize local committees to advise on new techniques for recruiting, training, and placing unemployed persons in household jobs. Some of the trainees, it is hoped, will learn to be specialists in food freezing, in renovations, in cooking for parties, and in the use of modern cleaning equipment.

But employers, too, will come in for their share of help. Local surveys of employers' needs will be conducted.

In addition, short-term courses to train employers in the art of supervising, are expected to promote better employer-employe relations.

SPEAKING at the ceremony, attended by Esther Peterson, Assistant Secretary of Labor, Ruttenberg, who signed the contract in the absence of Secretary of Labor Wirtz, called the agreement "unique and exceedingly important.

"To show that we don't intend to waste time," Ruttenberg added, "the Department of Labor will sponsor a workshop on Manpower Development in Household Service Occupations on February 24 and 25."

Representatives of Federal, state, and private organizations will discuss training and employment of household help at the series of meetings beginning at 9:30 a.m. today.

DOROTHY I. HEIGHT, national president of the National Council of Negro Women, and a member of the National Committee on Household Employment, labelled the new program a "forward step."

Asked whether increased training and higher wages in the domestic field would put household help beyond the reach of many families, Miss Height replied, "Within our own ranks (in the NCHE), there are many women who are employers as well as employes. All sides of the question will therefore be represented."

MARY KEYSERLING, Director of the Women's Bureau, stressed the dimensions of the problems facing the NCHE.

In 1964, the median wage of women private-household workers, including babysitters, was $1,082. "As an old statistician," Mrs. Keyserling said, "let me point out that this figure applies to year-round, full-time employes."

Eighty-nine percent of the women had total cash incomes under $2000 and 66 per cent under $1000. This included income from wages, self-employment, social insurance and public assistance payments.

An estimated 15 per cent of women in household employment in 1960 were heads of families.

Of the 1.4 million women in this field of employment, more lived in the south than elsewhere; Negroes predominated; only 11 per cent were "live-in" workers; the average worker was about 6 years older than the typical women in the labor force; and more were married than were single, widowed, separated or divorced.

Finally, workers in private-household employment were not afforded the protection of Federal minimum wage and hour laws.

Nor did they benefit from the major forms of social insurance available to most other workers.

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NEWS DIGEST

U.S. DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

Week of February 28, 1966

NEGRO WOMEN WORKER GAINS CITED
AT HARRIET TUBMAN MEMORIAL MEETING

Washington, D. C.-- Gains made by Negro women workers in the past 25 years are one of the indications that the Negro is advancing along with his fellow Americans as this country moves ahead economically, culturally and politically, Mrs. Esther Peterson, Assistant Secretary of Labor and Special Assistant to the President for Consumer Affairs, said today in a speech at the Fourth Annual Harriet Tubman Memorial Luncheon of the Phyllis Wheatley YWCA, at the Occidental Restraurant, Washington, D. C.

The percentage of nonwhite women in private-household work is about half what it was in 1940, while the percentage in clerical work has risen, over the same period, from 1 percent to 11 percent, she reported. In the professional fields such as nursing, accounting, law, library science, and dietetics, the proportion of nonwhite women has doubled since 1940.

Taking into account the changing purchasing power of the dollar, the average earnings of nonwhite women working full time, year round, have more than tripled since 1939, Mrs. Peterson said. She pointed out that while these women earn only 69 percent as much as white women, the gap is closing. "It is an encouraging trend," she said, "and we must see that it continues."

"We can expect an acceleration of improvements in the status of the Negro in America now that the Civil Rights Act of 1964 has paved the way toward fuller participation by Negroes in every phase of national progress," she said.

The aid to education legislation adopted by Congress last year will go far to lift the educational level of the Nation, Mrs. Peterson said,

(MORE)

urging that Negroes be encouraged to take advantage of widening educational opportunities. The Elementary and Secondary Education Act will improve and strengthen basic education for all youngsters and the Higher Education Act will not only improve the quality of higher education but will make it possible for more young people to continue on to college.

More immediate educational and training needs are being met by programs under the Economic Opportunity Act, Mrs. Peterson said. These include the Job Corps, the Neighborhood Youth Corps, and educational projects under the Community Action Program. In addition, young people are receiving help in securing a better education through work-study programs under Federal grants to colleges and universities, through the National Defense Education Act, the Nurses Training Act, and the Vocational Education Act.

Other measures which will improve the quality of American life and benefit Negro and white alike, Mrs. Peterson said, are the Medicare legislation; provisions of Federal funds for more medical facilities; the Housing and Urban Redevelopment Act, which gives greater flexibility in making housing available to low-income families; increased funds for child care facilities; expanded benefits for the elderly under Social Security and consumer interest programs.

# # # #

U.S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON, D.C. 20210

February 1966

WOMEN PRIVATE-HOUSEHOLD WORKERS
FACT SHEET

There were 1.4 million women private-household workers--members of one of the largest occupations for women--at the time of the 1960 census.1/ They represented just over 96 percent of all workers in this occupation. In addition, there were almost 350,000 women babysitters also classified as private-household workers.2/

Annual wages in this occupation are very low:

In 1964, the median* wage of even those women who were year-round full-time private-household workers, including babysitters, was $1,082.3/

The total cash income--which included wage and self-employment income as well as all forms of social insurance and public assistance payments--of all women in this field of employment in 1964 was still very low.

89 percent had total cash incomes under $2,000, and 66 percent, under $1,000.

Median total cash income of the women who were year-round full-time workers--slightly more than one-fifth the total--was $1,265.

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*Median means half above, half below; year round, 50 to 52 weeks; and full time, 35 hours or more a week.

The low annual wages of all women private-household workers reflect the intermittent character of their employment as well as their low rates of pay when employed:

Part time/Full time

A little more than half worked part time (less than 35 hours a week) during the 1960 census week. Almost one-fourth of the total group worked less than 15 hours.

Of the full-time workers, the single largest group (43.6 percent) worked a 40-hour week. However, almost as many (43.4 percent) worked longer hours--from 41 hours a week to more than 60 hours a week.

Part year/Full year

Just under 3 out of 10 worked 26 weeks or less.

Nearly 6 out of 10 worked at least 40 weeks.

Only 4 out of 10 worked 50 to 52 weeks a year.

A high proportion were heads of families:

About a quarter of a million families were headed by private-household workers in 1960, and most of these family heads were women. An estimated 15 percent of women in this occupation, as a minimum, were heads of families.

In two-thirds of the families headed by either men or women private-household workers, there were children under 18 years of age. About one-fourth of the families with children under 18 had at least 4 children in the family.

Of the 1.4 million women who reported their occupations as dayworkers, housekeepers, maids, laundresses, etc.:

More lived in the South than elsewhere:

About 54 percent were in the South;

Over 19 percent were in the Northeastern States;

About 18 percent were in the North Central States; and

More than 9 percent were in the West.

Negroes predominated:

Some 64 percent were Negro;

About 35 percent were white; and

Almost 1 percent were other nonwhites.

Relatively few were "live-in" workers:

About 11 percent "lived in."

This was an urban occupation:

About 74 percent were in urban areas;

Some 21 percent were in rural nonfarm areas; and

5 percent were in rural farm areas.

The average private-household worker was about 6 years older than the typical woman in the labor force:

The median age of all employed private-household workers was 46 years.

53 percent were 45 years and over,

29 percent were over 55, and

10 percent were 65 and over.

The median for white employed private-household workers was 53 years, compared to 43 years for nonwhites.

But BLS Oct '65 in Employment & Earnings said 1,064,000 - nonwhites, but 1,240,000 - whites, but 1/3 as part. household workers (reported in ~~Report~~ "Current Data on Non-white Women Workers, Dec. 1965, Women's Bureau)

More were married than were single, or widowed, or separated or divorced:*

Just under 40 percent were married;

Slightly more than 20 percent were widowed;

About 20 percent were either separated or divorced; and

Almost another 20 percent were single.

Educationally, the private-household worker is disadvantaged:

Educational attainment	Women private-household workers		
	Total	White	Nonwhite
		Years	
Median years of school completed	8.4	8.6	8.2
		Percent	
Less than 5 years of school	15.4	9.8	18.5
High school completed	12.4	13.8	11.6
Some college (1 year to 5 years or more)	2.7	4.0	2.0

*With husband present.

Legislatively, the private-household worker is disadvantaged:

Workers in private-household employment are not afforded the protection of the Federal minimum wage and hour law nor of the major forms of social insurance from which most other workers benefit. While private-household work is covered by the Social Security Act, workers in this occupation receive credits toward an old-age, survivors, or disability pension only if they earn a minimum of $50 from any one employer in a calendar quarter.

New York and Hawaii have limited coverage of domestic workers under their State unemployment compensation laws. In New York, coverage has been extended to all persons in personal domestic service in a private household where the householder pays $500 or more in a calendar quarter to all such employees. And in Hawaii, private-household workers are covered only if they earn at least $225 in a calendar quarter.

Washington is the only State which has a maximum hour law--60 hours a week--applicable to these workers.

Wisconsin has a minimum wage order covering all domestic service workers. The Michigan minimum wage law applies only to those private-household workers who work for an employer who employs four or more persons.

Workmen's compensation coverage is compulsory for all regularly employed private-household workers in Puerto Rico and for all but part-time workers in Alaska. Connecticut has compulsory coverage for all private-household workers employed more than 26 hours a week by one employer; California, for those working over 52 hours a week for one employer; Ohio, for those in households where the employer has three or more such employees; and New York, for those domestic service workers employed a minimum of 48 hours a week by one employer in cities of 40,000 or more. Massachusetts has compulsory coverage for private-household workers other than those who are seasonal, casual, or part time (less than 16 hours a week). For the latter group, coverage is elective. Coverage is also elective in New Jersey, but the employer is not required to insure. In most jurisdictions which do not specifically cover private-household workers under workmen's compensation laws, such workers may be brought under voluntary coverage.

Footnotes

1/ U.S. Department of Commerce, Bureau of the Census, U.S. Census of Population, 1960, Occupational Characteristics and U.S. Summary: Detailed Characteristics.

2/ Except for the section on wages and income for 1963, the information in this fact sheet excludes data for babysitters.

3/ U.S. Department of Commerce, Bureau of the Census, Current Population Reports: Consumer Income, Series P-60 No. 47, Income of Families and Persons in the United States, 1964.

WB-66-256

THE SUNDAY STAR
Washington, D. C., March 13, 1966

EXCLUSIVELY YOURS

By BETTY BEALE
Star Staff Writer

A COUNTESS IN THE KITCHEN is a claim that few people in this country can make. But one of Washington's well known foreign diplomats and his wife have a countess in their kitchen and she is there because that's the way she likes to make her living. She prefers to remain anonymous.

Assistant Secretary of Labor Esther Peterson could use this particular Austrian-born countess as an example in her efforts to upgrade kitchen employment.

Getting domestic help in this country has become one of the major problems of everyday living, largely because cooking and housework has acquired an unfortunate stigma, providing, of course, you're paid for it. Most of the housewives of America do their own cooking, including some very high ranking and/or well-to-do women. But if you work in someone else's house or kitchen and get paid for it, for some ridiculous reason people think it's degrading.

Having a countess for a cook reminds one of that fascinating film "Tovarich" of some years ago, wherein an attractive pair of titled Russians took the jobs of maid and butler because they knew how it should be done; and more recently in England where daughters of British peers were doing housework for pay beacuse it was something they knew how to do, and found it more agreeable than office work.

Last winter an attractive young Britisher who had just come to this country and wanted to roll up a small nest egg fast with no expenses, took the job of butler in a Greenwich, Conn., mansion.

Back in February, 1965, President Johnson said, "There are two other problems which have prevented a more rapid expansion of service employment — low wage rates and an attitude that much service work lacks dignity."

A few days later the Women's Bureau in the Labor Department began laying the groundwork for upping the status of domestic employment. As a result, a National Committee of Household Employment was formed which last month got $100,000 in funds to set up community training programs for domestic workers and training courses for employers to up work standards, employer-employee relations and wages, and develop a new image for the household worker.

THIS IS THE BEST NEWS since the surrender at Yorktown. A houseworker who gets $50 a week for a 5-day week, and 8-hour day, plus 2 or 3 big meals a day, plus work uniforms, plus busfare, plus her own share of Social Security, is doing as well or better than the clerk in an office. But she doesn't seem to know it. A live-in maid, a luxury no one can find these days, is better off than a secretary in an office because she gets her free lodging to boot.

The mystery to many Washingtonians is why any able-bodied woman in the city is receiving unemployment compensation when a big segment of the population is crying for household help.

If Esther Peterson succeeds in her enlightened approach to the problem — and it's going to take more than $100,000 just to publicize the new status — the women in this country should erect a monument to her.

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There are more than 6,000 women in Charlotte employed as Domestic Workers. Many of them are grossly underpaid and extremely overworked.

Have you become a victim of this system?

Are you interested in improving working conditions?

Are you interested in improving your working skills?

Do you need provisions made for child-care so that you can work?

Do you work at least 8 hours a day and receive less than $1.00 per hour?

Does your employer pay her share of Social Security?

What do you think is your greatest need to making your working more properous for you and your family?

DOMESTIC WORKERS

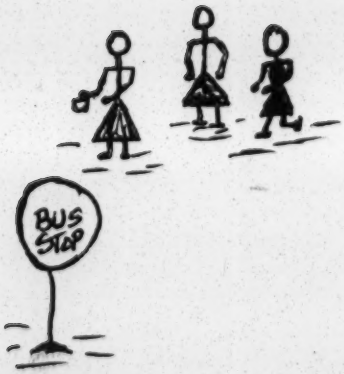
DAY WORKERS, MAIDS,
HOUSEHOLD WORKERS

LET'S TALK ABOUT THIS AT -

THE WESTSIDE CENTER
1222 Oaklawn Avenue

Wednesday, June 29, 1966

8:00 P. M.



A NATIONAL INQUIRY OF PRIVATE HOUSEHOLD EMPLOYEES AND EMPLOYERS

July, 1966

The National Committee on Household Employment

1346 CONNECTICUT AVENUE, N.W. • WASHINGTON, D. C. 20036

A NATIONAL INQUIRY OF PRIVATE HOUSEHOLD EMPLOYEES AND EMPLOYERS

INTRODUCTION

At the First Consultation on Private Household Workers held on June 2, 1964 members of the ad hoc National Committee agreed to undertake as a first project a survey of private-household workers and employers. With assistance from the Women's Bureau of the U. S. Department of Labor the questionnaires were drawn up by the National Committee and sent out to convenors representing participating organizations in cities across the nation in the fall of 1965 with a request that the survey be completed by December 1, 1965. Guidelines for conducting the inquiries and background suggestions accompanied the questionnaires.

THE RESPONSE

This report represents the tabulations of questionnaires returned by convenors from 26 urban, suburban and rural areas and is based on 1,578 employer and 1,093 employee replies.

Covering letters from the convenors which accompanied the return of the questionnaires indicated their disappointment over the low number of responses from both employers and employees. However, even though the samples are small, it is possible to draw some ideas of trends and attitudes that point up the magnitude of the existing problems.

A number of convenors reported that employers regarded the questionnaires as an invasion of their privacy. Employers left blank the answers to many, many questions or in some instances they wrote in such remarks as "none of your business - ever." The Houston letter read, "Here there is a remarkable suspicion of anything Federal that may be thought to probe into private affairs." In answer to the question on paying trained workers, we found such comments as "As little as possible. Wouldn't everybody?" In Santa Fe the employers were reluctant to admit that the wages were under the minimum, and they expressed concern over those questions related to Social Security and other benefits.

As for the employees, covering letters from the convenors indicated that it was universally true that these persons regarded the questionnaires with suspicion even though they had been assured that all the information was confidential and no one would be identified through this survey. The convenors pointed out that there were strong indications of fear that the Government would come back to them with additional assesed income tax. There were also apprehensions of being reported to Social Security. Then, too, in a very personal way, they feared reprimand or reprisal from their employers.

Many of the employees who did consent to filling out the questionnaires thought the questions were too difficult and complicated to answer, particularly Question Six covering earnings and hours of regular and part-time day workers. In addition to the many unanswered questions there were numerous answers that were irrelevant to the questions. It would have been most advantageous to have had enough personnel to carry through on individual interviews as originally planned so that the questionnaires could have been filled out completely with eomplete understanding of the questions.

CHARACTERISTICS OF THE WORKERS

AGE

Two thirds of the cities indicated that the majority of their workers were between 18 and 44 years of age. In the other cities they were older.

MARITAL STATUS

Taking the survey as a whole, one half the employees are married; one third are widowed, divorced or separated; one sixth are single. Several cities reported no single workers at all.

EDUCATION

Charleston, S. C. reported the lowest number of household workers (one fourth) who had had some high school education. Seven eighths of the cities did report that at least fifty per cent of their workers had had some high school. In Denver one third of the workers had had some college training.

CHILDREN

The number of workers having children under 18 varied from none in Spokane, Washington to 100 per cent in Charleston, S. C.

SUPPORT

Half the employees indicated they were the main support of themselves, while the other half indicated they partially supported themselves.

One fifth of the employees are the main support of their children, and another fifth partially support them. About one fifth of the workers partially support their husbands.

Interesting, but very exceptional, were the worker who is saving for a trip to Europe, the one who works so that her family can contribute to charity, one who works to make money for her children's lunches, and the one who uses her income for gifts.

RACE

The employees are almost all Negro in the following locations: Atlanta, Ga.; Charleston, S. C.; Cincinnati, Cleveland, Columbus in Ohio; Connecticut; Gary,

Indiana; Houston, Texas; Jacksonville, Fla.; Kansas City, Kan.; Kansas City, Mo.; Maryland; New York; the Northern Virginia cities of Arlington, Falls Church and McLean; Southern Virginia; Wilmington, Del.; and Youngstown, Ohio.

Somewhere between 50 and 90 per cent of the workers are Negro in the following cities: Buffalo, N. Y.; Denver, Color.; Fort Wayne, Ind.; Omaha, Neb.; Pittsburgh, Pa. and San Antonio, Texas.

Less than half the employees are Negro in the cities of Minneapolis,Minn.; Santa Fe, New Mex.; Spokane, Wash.; and Worcester, Mass. It is interesting to note that it is in Worcester where the highest rates of pay to all classes of workers and the highest yearly incomes were reported.

HOURS AND WAGES OF THE WORKERS

FULL-TIME LIVE-IN WORKERS

Information was received on very few full-time live in workers. Both Omaha, Nebraska and Maryland reported only one, and there were none reported in Wilmington, Delaware; Jacksonville, Florida; and Northern Virginia.

Workers in this category worked 35 to 72 hours during a 5-6 day week. They were paid between $0.35 an hour (Spokane, Wash. and Santa Fe, New Mex.) and $1.50 an hour (the Northeast).

FULL-TIME LIVE-OUT WORKERS

These workers worked 30 to 45 hours over a period of 5 to 5½ days a week. They earned between $0.50 an hour (Charleston, S. C.) and $1.55 an hour (the Northeast).

PART-TIME WORKERS

Part-time workers worked one to three 8 hour days a week, earning bewween $0.70 an hour (the South) and $1.55 an hour (the Northeast).

YEAR'S INCOME

In one fourth of the cities one half the workers earned less than $500.00. The rest of the workers averaged around $1,400.00. An exceptional case is Worcester where about one half the workers made more than $2,500.00.

For purposes of accuracy, it must be pointed out that these income figures are being reported, to a very large degree, by employees working only one or two days a week and that this question was unanswered by many respondents.

ATTITUDE TOWARD WAGES

High on the list of objections to the work was the low pay. The most frequently cited area for improvement was that of low pay.

FRINGE BENEFITS

VACATION, HOLIDAY, SICK PAY

It was the general practice to pay full-time live-in and live-out workers for vacations, holidays and sick leave.

About one third of the part-time workers received vacations with pay.

Rather than working and getting paid for a holiday, most of the workers simply worked a different day that week.

Except in a few cases, they were not paid when they were sick.

SOCIAL SECURITY

Employers of full-time live-in workers were equally divided between those who paid all the tax and those who paid their half.

The majority of those employers haveng full-time live-out workers paid all of the Social Security Tax.

As to part-time workers, about half did not have their earnings reported while the other half had all the tax paid by their employers. By and large, workers in Charleston did not qualify. In addition, at least half the workers did not qualify or were unwilling to report their earnings in the following locations: Columbus, Omaha, Pittsburgh, Northern Virginia, Youngstown, Worcester, Maryland, Connecticut and Fort Wayne.

WORKING TIME

For the most part, the employer wants household help one to three full days a week. On the other hand, the majority of employees definitely would like to work full time.

DUTIES

Those duties most often desired and performed were ironing, cleaning, washing windows, occasional child care, laundry and cooking.

SPECIALIZED WORKERS

Very few people expressed a need for a specialist. Those who would hire such a person expressed a preference for family dinner specialists, laundresses, and party help, in that order.

WORKER PERFORMANCE

Most of the employers were very well satisfied with their workers. Those who weren't cited the following reasons:

1. The worker is not thorough.
2. The worker is untrained.
3. The worker cheats on her hours.

ATTITUDES TOWARD TRAINING

EMPLOYERS

Employers in Charleston indicated they would pay a good trained worker $5.50 a day, while everywhere else the rate ranged from $8.00 to $12.00 a day. In Charleston and San Antonio the employers would pay $30.00 a week while those in New York would pay as much as $60.00.

While some people did not answer the question relating to additional pay for trained workers or said they would pay nothing more, still the majority seemed to feel that they would pay $1.00 to $2.00 more a day or $5.00 to $10.00 more a week.

The reasons given for not paying a trained worker any more were:

1. I cannot afford to pay any more.
2. An average worker is good enough. There is not that much difference between an avarage worker and a trained worker.
3. I don't want a trained worker. I want to do the training myself so that things will be done my way.
4. Workers should already be trained at today's costs.

EMPLOYEES

Employees favoring training, and on their own time, ranged from one sixth in Worcester to almost all in San Antonio. One worker wrote to the effect that since this was all she could do, she would like to do it well and would therefore like some training. If she couldn't get training in this field, she would train for something else.

ATTITUDES TOWARD JOB

REASONS FOR LIKING THE WORK

A great many workers said that they liked nothing about their job, but it was the only type of work they could get. They liked pleasant surroundings with a nice, kind, considerate employer. They also enjoyed working alone, feeling as if they were own boss.

REASONS FOR DISLIKING THE WORK

The most common complaint was that employers expected too much work to be done in the allotted time, and this work was HARD work. They also objected to the low pay and long hours.

SUGGESTIONS FOR IMPROVEMENT

The workers want better pay, shorter hours and better equipment with which to work.

EMPLOYMENT OF THE LADY OF THE HOUSE

None of the ladies in Houston and San Antonio were employed. The largest percentage of full time employed ladies was 50 per cent in Youngstown, Ohio. There were no ladies employed part time in Houston, San Antonio, Youngstown or Worcester. The greatest number of ladies employed part time (25 per cent) was in Omaha.

INCOME BRACKET OF EMPLOYER

At least one half of the families in this survey had an income of over $15,000.00.

National Committee on Household Employment
1346 Connecticut Avenue, N. W.
Washington, D. C. 20036

PROFILE OF WOMEN PRIVATE HOUSEHOLD WORKERS IN THE UNITED STATES, 1965

	ATLANTA, GA.	BUFFALO, N.Y.	CHARLESTON, S.C.	CINCINNATI, OHIO	CLEVELAND, OHIO	COLUMBUS, OHIO	CONNECTICUT *	DENVER, COLO.	FORT WAYNE, IND.
FULL TIME LIVE-IN WORKERS									NO LIVE-IN WORKERS
DAYS/WEEK WORKED	3--6	5-5 1/2	5	5 1/2	4 1/2--5 1/2	5	5	5-6	
HOURS/WEEK WORKED	50	45	40	40	40--50	30--60	40	40	
WAGES/HOUR	$0.75	$1.05	$0.50	$0.95	$1.10	$1.00	$1.50	$0.65	
PAID VACATION	YES*	YES	YES	YES	YES	YES	YES*	YES	
PAID HOLIDAYS	YES	YES	YES	YES	YES	YES	YES	YES	
PAID SICK LEAVE	YES	YES	YES	YES	YES	YES	NO*	YES	
SOCIAL SECURITY PAID BY EMPLOYER	ONE HALF	ONE HALF	NONE	ALL	ONE HALF	ALL	NONE	ALL	
FULL TIME LIVE-OUT WORKERS							NO LIVE-OUT WORKERS		NO LIVE-OUT WORKERS
DAYS/WEEK WORKED	5	5-5 1/2	5	5	5	4 1/2-5		5-	
HOURS/WEEK WORKED	35	40	30-45	40	40	40		40	
WAGES/HOUR	$0.95	$1.10	$0.50	$1.00	$1.10	$1.00		$1.15	
PAID VACATION	YES	YES	YES	YES	YES	YES		YES	
PAID HOLIDAYS	YES	YES	YES	YES	YES	YES		YES	
PAID SICK LEAVE	YES	YES	YES	YES	YES	YES		YES	
SOCIAL SECURITY PAID BY EMPLOYER	HALF: ALL - HALF: NONE	HALF: ALL - HALF: NONE	SOMETIMES*	ALL	ALL	ALL		ALL	
PART TIME WORKERS									
DAYS/WEEK WORKED	1	1	1-2	1	1	1	1	1	1
HOURS/WEEK WORKED	7--8	7--8	7-16	7-8	7-8	7-8	8	7-8	8
WAGES/HOUR	$0.90	$1.30	$0.70	$1.10	$1.20	$1.10	$1.55	$1.20	$1.20
PAID VACATION	HALF: YES	NO*	NO	HALF: YES	YES	NO	NO	NO	NO
PAID HOLIDAYS	NO	NO	NO	NO	NO	NO	NO	NO	NO
PAID SICK LEAVE	NO	NO	NO	HALF: YES	NO	NO	SOMETIMES*	NO	NO
SOCIAL SECURITY PAID-BY EMPLOYER	ALL	ALL	DIDN'T QUALIFY	ALL	ALL	2/3 NOT REPORTED-1/3 ALL	NONE	ONE HALF: ALL 1/4: HALF - 1/4 NO REPORT	1/4 ALL - 1/4 HALF

YES MEANS THE MAJORITY PAID THESE BENIFITS
NO MEANS THE MAJORITY DID NOT PAY THESE BENIFITS
SOMETIMES MEANS THAT HALF PAID THESE BENIFITS

*BRIDGEPORT, EASTON, FAIRFIELD, SHELTON, STRATFORD, TRUMBULL, WESTON, WESTPORT, WILTON

PROFILE OF WOMEN PRIVATE HOUSEHOLD WORKERS IN THE UNITED STATES, 1965

	ATLANTA, GA.	BUFFALO, N.Y.	CHARLESTON, S.C.	CINCINNATI, OHIO	CLEVELAND, OHIO	COLUMBUS, OHIO	CONNECTICUT*	DENVER, COLO.	FORT WAYNE, IND.
COMPREHENSIVE INSURANCE CARRIED	YES	YES	NO	YES	YES	YES	YES	YES	YES
WORKING TIME WANTED BY EMPLOYER	2 FULL OR 2 PART DAYS	1-2 FULL DAYS	1-2 FULL DAYS	1-2 FULL DAYS	1-3 FULL DAYS	1 FULL DAY	1 FULL DAY	1-3 DAYS	1 FULL DAY
WORKING TIME WANTED BY EMPLOYEE	FULL TIME	FULL TIME 1/2 LIVE-IN - 1/2 LIVE-OUT	FULL TIME	FULL TIME	HALF WANT FULL TIME HALF WANT PART TIME	FULL TIME	FULL TIME	4 DAYS	2-3 DAYS
DUTIES MOST OFTEN DESIRED AND PERFORMED	CLEANING, IRONING CHILD CARE, COOKING WINDOWS, FLOORS	CLEANING, IRONING FLOORS, WINDOWS COOKING	CLEANING, IRONING COOKING, LAUNDRY CHILD CARE, FLOORS	CLEANING, IRONING WINDOWS, FLOORS COOKING, LAUNDRY	CLEANING, IRONING CHILD CARE, LAUNDRY COOKING, WINDOWS	CLEANING, IRONING FLOORS, WINDOWS CHILD CARE, COOKING	GENERAL HOUSEWORK CLEANING, IRONING	CLEANING, IRONING LAUNDRY, FLOORS CHILD CARE, WINDOWS	GENERAL HOUSEWORK CLEANING, IRONING
NEED FOR A SPECIALIST	MOSTLY NO	MOSTLY NO	MOSTLY NO	MOSTLY NO	MOSTLY NO	MOSTLY NO	MOSTLY NO	MOSTLY NO	MOSTLY NO
WHEN YES, THE TYPE	FAMILY DINNER SPECIALIST LAUNDRESS	COOK	FAMILY DINNER SPECIALIST	FAMILY DINNER SPECIALIST LAUNDRESS, PARTY HELP	FAMILY DINNER SPECIALIST LAUNDRESS	LAUNDRESS FAMILY DINNER SPECIALIST	PARTY HELP	LAUNDRESS PARTY HELP	PARTY HELP
WORKER PERFORMANCE	MOSTLY SATISFACTORY	MOSTLY SATISFACTORY	MOSTLY SATISFACTORY	MOSTLY SATISFACTORY	MOSTLY SATISFACTORY	MOSTLY SATISFACTORY	ALL SATISFACTORY	MOSTLY SATISFACTORY	ALL SATISFACTORY
REASONS FOR DISSATISFACTION	NO INITIATIVE OR JUDGMENT UNTRAINED - INEFFICIENT CARELESS	INEFFICIENT	LAZY - NOT RELIABLE DOESN'T FOLLOW DIRECTIONS NOT WELL TRAINED	NEITHER THOROUGH NOR DEPENDABLE	LACK OF TRAINING AND INITIATIVE. CARELESSNESS CHEATING ON HOURS	NEITHER THOROUGH NOR DEPENDABLE		NOT THOROUGH	
EMPLOYER'S INDICATED WILLINGNESS TO PAY TRAINED WORKERS	$8/DAY - $40/WEEK	$10-$12/DAY - $50/WEEK	$5.50/DAY - $30/WEEK	$10-$12/DAY - $35/WEEK	$9-$10/DAY - $40/WEEK	$10/DAY - $40/WEEK	$12/DAY	$11/DAY	$10-$12/DAY
ADDITIONAL PAY FOR TRAINED WORKER	FEW ANSWERS $1.50/DAY	ONE HALF: NOTHING $2/DAY	$1-$2/DAY $10/WEEK	1/3: NOTHING 1/3: $1-$2/DAY $10/WEEK	$1-$2/DAY $5/WEEK	$2/DAY $5-$10/WEEK	$2-$5/DAY	$2/DAY	$2-$3/DAY
REASONS FOR NO ADDITIONAL PAY	WOULD NOT HIRE AN AVERAGE WORKER. AVERAGE HELP IS GOOD ENOUGH.	NOT MUCH DIFFERENCE BETWEEN AVERAGE AND TRAINED WORKER.	CAN'T AFFORD TO PAY MORE. DON'T NEED A TRAINED WORKER	DON'T WANT TRAINED WORKER. HAVE MY OWN WAY OF DOING THINGS. CAN TRAIN MY OWN WORKER.	CAN'T AFFORD TO PAY MORE. WORKERS AT TODAY'S COSTS SHOULD ALREADY BE TRAINED.	WE PAY ENOUGH NOW.	NONE GIVEN	CAN'T AFFORD MORE	I TRAIN MY OWN HELP
TOTAL FAMILY INCOME OF EMPLOYER	HALF: OVER $15,000	HALF: OVER $15,000	HALF: OVER $15,000	OVER $15,000	OVER $15,000	HALF OVER $15,000	ABOUT $15,000	HALF: OVER $15,000	ABOUT $10,000
LADY OF THE HOUSE EMPLOYED	1/30: FULL TIME 1/30: PART TIME	1/5: FULL TIME 1/8: PART TIME	1/5 FULL TIME 1/15 PART TIME	1/6 FULL TIME 1/6 PART TIME	1/8 FULL TIME 1/8 PART TIME	1/6 FULL TIME 1/12 PART TIME	1/3: FULL TIME NONE: PART TIME	1/20 FULL TIME 1/8 PART TIME	1/4: FULL TIME 1/5: PART TIME

*BRIDGEPORT, EASTON, FAIRFIELD, SHELTON, STRATFORD, TRUMBULL, WESTON, WESTPORT, WILTON

PROFILE OF WOMEN PRIVATE HOUSEHOLD WORKERS IN THE UNITED STATES, 1965

	ATLANTA, GA.	BULLALO, N.Y.	CHARLESTON, S.C.	CINCINNATI, OHIO	CLEVELAND, OHIO	COLUMBUS, OHIO	CONNECTICUT*	DENVER, COLO.	FORT WAYNE, IND.
EMPLOYEE									
RACE	NEGRO	MOSTLY NEGRO	NEGRO	NEGRO	NEGRO	NEGRO	NEGRO	1/3 WHITE - 2/3 NEGRO	1/2: NEGRO - 1/2: WHITE
AGE	18-44	45-54	18-44	18-44	18-44	18-44	2/3: UNDER 45	18-44	1/2: UNDER 45
SINGLE	1/6	NONE	NONE	1/6	NONE	1/6	NONE	1/4	1/4
MARRIED	1/2	HALF	2/3	1/3	1/2	1/2	1/2	2/3	1/4
WIDOWED, DIVORCED, SEPARATED	1/3	HALF	1/3	1/2	1/2	1/3	1/2	1/12	1/2
EDUCATION	NINTH GRADE	HALF: SOME HIGH SCHOOL	1/4 SOME HIGH SCHOOL	1/3 SOME HIGH SCHOOL	1/2 SOME HIGH SCHOOL	1/2 SOME HIGH SCHOOL	1/2: SOME HIGH SCHOOL	2/3 SOME HIGH SCHOOL 1/3 SOME COLLEGE	2/3: SOME HIGH SCHOOL
WORKERS HAVING CHILDREN UNDER 18	3/4	1/4	ALL	1/3	1/3	1/2	1/5	1/3	1/2
YEARLY EARNINGS OF EMPLOYEES	ABOUT $1,500	ABOUT $1,000	1/2 UNDER $500 1/6 $750 1/3 $1,250	1/3 UNDER $500 2/3 ABOUT $1,500	1/2 UNDER $500 1/2 ABOUT $1,750	1/2 UNDER $500 1/2 ABOUT $1,750	$1,000	1/4 UNDER $500 3/4 ABOUT $1,500	$1,100
EMPLOYEES FAVORING TRAINING	1/2	1/3	4/5	2/3	1/2	1/2	1/10	1/2	NONE
EMPLOYEES FAVORING TRAINING ON OWN TIME	1/2	1/3	5/6	1/2	1/4	1/2	1/4	1/3	1/3
REASONS FOR LIKING JOB	NOTHING RELATIONS WITH OTHERS TYPE OF WORK	OWN BOSS LIKE EMPLOYER	NOTHING - LIKE TO CLEAN PLEASANT SURROUNDINGS OWN BOSS - WORK EASY	NOTHING IT'S ALL I CAN DO LIKE TO CLEAN AND IRON	NOTHING KIND AND CONSIDERATE EMPLOYER SAME AS WORKING AT HOME	NOTHING OWN BOSS LIKE EMPLOYER	NOTHING, CLEANING BATHROOMS & STOVES	NOTHING SAME PLACE & SAME PEOPLE PLEASANT SURROUNDINGS	WORK IS NOT TOO HARD
REASONS FOR DISLIKING JOB	LOW PAY LONG HOURS BAD CHILDREN	WORK TOO MUCH AND TOO HARD.	WORK TOO MUCH AND TOO HARD. LOW PAY - LONG HOURS	TOO MUCH WORK FOR TOO LITTLE PAY	WORK TOO MUCH AND TOO HARD. PERSONALITY OF EMPLOYER.	THE PAY WINDOW AND FLOOR CARE	LOW PAY WORK TOO HARD	TOO MUCH EXPECTED WORK TOO MUCH AND TOO HARD.	LOW PAY WORK TOO HARD
SUGGESTIONS FOR IMPROVEMENT	BETTER PAY BETTER HOURS	PROPER EQUIPMENT	BETTER PAY SHORTER HOURS	BETTER PAY SHORTER HOURS	BETTER PAY	BETTER PAY	BETTER PAY UNDERSTANDING EMPLOYERS	BETTER PAY APPRECIATION	MODERN EQUIPMENT
MAIN SUPPORT	1/2 THEMSELVES 1/2 CHILDREN	1/2 THEMSELVES	1/2 THEMSELVES 1/4 CHILDREN	1/2 THEMSELVES 1/6 CHILDREN	1/4 THEMSELVES	1/2 THEMSELVES	HALF: THEMSELVES	1/2 THEMSELVES	HALF: THEMSELVES
PARTIAL SUPPORT	1/5 THEMSELVES 1/5 CHILDREN	1/4 THEMSELVES 1/6 HUSBANDS 1/4 CHILDREN	1/3 THEMSELVES 1/3 HUSBANDS 1/6 CHILDREN	1/2 THEMSELVES 1/10 HUSBANDS 1/6 CHILDREN	1/2 THEMSELVES	1/2 THEMSELVES	1/5: THEMSELVES	2/3 THEMSELVES	1/4: THEMSELVES

*BRIDGEPORT, EASTON, FAIRFIELD, SHELTON, STRATFORD, TRUMBULL, WESTON, WESTPORT. WILTON

PROFILE OF WOMEN PRIVATE HOUSEHOLD WORKERS IN THE UNITED STATES, 1965

	GARY, INDIANA	HOUSTON, TEXAS	JACKSONVILLE, FLA.	KANSAS - KAN. MO.	MARYLAND *	MINNEAPOLIS, MINN.	NEW YORK	OMAHA, NEB.	PITTSBURGH, PENNA.
FULL TIME LIVE-IN WORKERS			NO LIVE-IN WORKERS		ONLY ONE WORKER			ONLY ONE WORKER	
DAYS/WEEK WORKED	5	5-6 1/2		5	5 1/2	5-6	5-6	6	5-6
HOURS/WEEK WORKED	25-60	35-52		40-50	50	45	28-66	40	40-50
WAGES/HOUR	$1.05	$1.20		$1.00	$0.95	$0.70	$1.30	$1.10	$0.90
PAID VACATION	SOMETIMES	SOMETIMES		YES	NO	YES*	YES	NO*	YES
PAID HOLIDAYS	SOMETIMES	SOMETIMES		YES	YES	YES	YES	NO	YES
PAID SICK LEAVE	SOMETIMES	SOMETIMES		YES	NO	YES	YES	NO	YES
SOCIAL SECURITY PAID BY EMPLOYER	HALF: ALL - HALF: 1/2	HALF: ALL - HALF: 1/2		ONE HALF	HALF	1/3: ALL - 2/3: HALF	HALF: ALL - HALF: 1/2	ONE HALF	3/4: ALL - 1/4 ONE HALF
FULL TIME LIVE-OUT WORKERS									
DAYS/WEEK WORKED	5	5	5	5	5	5	5	5	5-6
HOURS/WEEK WORKED	35	30-45	40	40	35-45	30	35	34	45
WAGES/HOUR	$1.05	$0.90	$0.80	$1.10	$1.00	$1.00	$1.55	$1.10	$1.00
PAID VACATION	SOMETIMES	YES	YES	YES	SOMETIMES	NO	YES	NO	YES
PAID HOLIDAYS	SOMETIMES	YES	YES	YES	SOMETIMES	SOMETIMES*	YES	NO	YES
PAID SICK LEAVE	SOMETIMES	YES	YES	YES	SOMETIMES	SOMETIMES	YES	NO	YES
SOCIAL SECURITY PAID BY EMPLOYER	HALF: ALL - HALF: 1/2	2/3: ALL - 1/3: ONE HALF	2/3: ALL - 1/3: HALF	ALL	ALL	2/3: ALL - 1/3: HALF	ALL	ALL	ONE HALF: ALL
PART TIME WORKERS									
DAYS/WEEK WORKED	1/2-1	1-4	1-2	1	1-1 1/2	1	1-2	1-3	1-2
HOURS/WEEK WORKED	4-12	7-33	6-18	8	6-12	8	6-18	7-25	7-19
WAGES/HOUR	$1.25	$1.05	$0.85	$1.25	$1.10	$1.25	$1.40	$1.10	$1.15
PAID VACATION	SOMETIMES	YES	SOMETIMES	NO	SOMETIMES	NO	YES	NO	SOMETIMES
PAID HOLIDAYS	SOMETIMES	SOMETIMES	NO	NO	NO	NO	YES	NO	NO
PAID SICK LEAVE	SOMETIMES	YES	NO	NO	NO	NO	YES	NO	NO
SOCIAL SECURITY PAID BY EMPLOYER	HALF: ALL - HALF: 1/2	1/5: ALL - 4/5: HALF	HALF: ALL	ALL	HALF: ALL - HALF: NONE	HALF: ALL - HALF: HALF	ALL	HALF: 1/2 - HALF: DIDN'T QUALIFY	NONE REPORTED

YES MEANS THE MAJORITY PAID THESE BENIFITS
NO MEANS THE MAJORITY DID NOT PAY THESE BENIFITS
SOMETIMES MEANS THAT HALF PAID THSES BENIFITS

*BETHESDA, CALIFORNIA, LEONARDTOWN, LEXINGTON PARK, PINEY POINT, ROCKVILLE, VALLEY LEE

PROFILE OF WOMEN PRIVATE HOUSEHOLD WORKERS IN THE UNITED STATES, 1965

	GARY, INDIANA	HOUSTON, TEXAS	JACKSONVILLE, FLA.	KANSAS, KAN. MO.	MARYLAND*	MINNEAPOLIS, MINN.	NEW YORK	OMAHA, NEB.	PITTSBURGH, PENNA.
COMPREHENSIVE INSURANCE CARRIED	YES	YES	YES	YES	YES	YES	YES	YES	YES
WORKING TIME WANTED BY EMPLOYER	FULL TIME	1-2 DAYS	1-3/DAYS	1 FULL DAY	1 DAY OR 5 DAYS/WEEK	1-2 FULL DAYS	1-3 FULL DAYS	1-2 FULL DAYS	1-3 FULL DAYS
WORKING TIME WANTED BY EMPLOYEE	FULL TIME	FULL TIME	FULL TIME	FULL TIME	FULL TIME	FULL TIME	FULL TIME	1-2 FULL DAYS	3-4 FULL DAYS
DUTIES MOST OFTEN DESIRED AND PERFORMED	GENERAL HOUSEWORK CLEANING, IRONING	CLEANING, IRONING CHILD CARE, LAUNDRY	GENERAL HOUSEWORK CLEANING, IRONING	CLEANING, IRONING WINDOWS, COOKING LAUNDRY	CLEANING, IRONING GENERAL HOUSEWORK	CLEANING AND IRONING CHILD CARE, WINDOWS LAUNDRY	CLEANING, IRONING, COOKING, LAUNDRY	CLEANING, IRONING LAUNDRY WINDOWS	CLEANING, IRONING WINDOWS
NEED FOR A SPECIALIST	MOSTLY NO	MOSTLY NO	MOSTLY NO	MOSTLY NO	MOSTLY NO	MOSTLY NO	MOSTLY NO	MOSTLY NO	MOSTLY NO
WHEN YES, THE TYPE	CATERING	PARTY HELP	PARTY HELP	FAMILY DINNER SPECIALIST PARTY COOK, LAUNDRESS	PARTY HELP - GARDENER	FAMILY DINNER SPECIALIST	LAUNDRESS, FAMILY DINNER SPECIALIST	DINNER SPECIALIST HEAVY CLEANING SPECIALIST	LAUNDRESS FAMILY DINNER SPECIALIST
WORKER PERFORMANCE	MOSTLY SATISFACTORY	MOSTLY SATISFACTORY	MOSTLY SATISFACTORY	MOSTLY SATISFACTORY	MOSTLY SATISFACTORY	MOSTLY SATISFACTORY	MOSTLY SATISFACTORY	MOSTLY SATISFACTORY	MOSTLY SATISFACTORY
REASONS FOR DISSATISFACTION	TOO OLD	NOT THOROUGH SLOPPY - LAZY DOESN'T KEEP HOURS	NOT THOROUGH	NOT THOROUGH	NOT THOROUGH	SLOPPY - LAZY NOT THOROUGH	NOT THOROUGH INSUFFICIENT TRAINING	TOO MUCH SUPERVISION REQUIRED	NOT THOROUGH UNRELIABLE BREAKAGE
EMPLOYER'S INDICATED WILLINGNESS TO PAY TRAINED WORKER	$10/DAY - $30/WEEK	$8-$10/DAY - $40/WEEK	$8/DAY - $40/WEEK	$10/DAY - $40/WEEK	$1.25/HOUR	$12/DAY	$12-$15/DAY $60/WEEK	$10-$12/DAY	$9-$10/DAY
ADDITIONAL PAY FOR TRAINED WORKER	$5/WEEK	$2-$3/DAY $5-$10/WEEK	$1/DAY	$3/DAY	$4/DAY - $15/WEEK	$2/DAY	$10/WEEK	$2/DAY	$1.00/DAY
REASONS FOR NO ADDITIONAL PAY	I'LL PAY THE GOING RATE ONLY	CAN'T AFFORD MORE	CAN'T AFFORD TO PAY MORE	CAN'T AFFORD MORE	NONE GIVEN	REQUIRE ANY WORKER TO BE GOOD AND TRAINED.	CAN'T AFFORD MORE	CAN'T AVVORD TO PAY MORE. MOST DOMESTIC HELP IS TRAINED.	CAN'T AFFORD TO PAY MORE. I DON'T ASK FOR SPECIALIZED SERVICE.
TOTAL FAMILY INCOME OF EMPLOYER	ABOUT $12,500	OVER $15,000	HALF: $7,500-$15,000 HALF: OVER $15,000	OVER $15,000	1/3: $7,500-$15,000 2/3: OVER $15,000	OVER $15,000	OVER $15,000	OVER $7,500	OVER $15,000
LADY OF THE HOUSE EMPLOYED	1/5: FULL TIME NONE: PART TIME	NONE NONE	1/5: FULL TIME NONE: PART TIME	1/10: FULL TIME 1/15: PART TIME	1/5: FULL TIME 1/5: PART TIME	1/15 FULL TIME 1/10 PART TIME	1/8: FULL TIME NONE: PART TIME	1/4 FULL TIME 1/4 PART TIME	1/6 EMPLOYED

*BETHESDA, CALIFORNIA, LEONARDTOWN, LEXINGTON PARK, PINEY POINT, ROCKVILLE, VALLEY LEE

PROFILE OF WOMEN PRIVATE HOUSEHOLD WORKERS IN THE UNITED STATES, 1965

	GARY, INDIANA	HOUSTON, TEXAS	JACKSONVILLE, FLA.	KANSAS, KAN. MO.	MARYLAND*	MINNEAPOLIS, MINN.	NEW YORK	OMAHA, NEB.	PITTSBURGH, PENNA.
EMPLOYEE									
RACE	NEGRO	NEGRO	NEGRO	NEGRO	NEGRO	2/3 WHITE - 1/3 NEGRO	NEGRO	1/4 WHITE - 3/4 NEGRO	1/2 WHITE - 1/2 NEGRO
AGE	1/2: UNDER 45	HALF OVER 44	3/5: UNDER 45	HALF 18-44 - HALF 45-54	1/2: UNDER 45	7/8 OVER 45	1/2: UNDER 45	HALF 18-44 - HALF OVER 44	18-44
SINGLE	NONE	1/12	1/5	1/6	1/4	1/3	1/3	1/4	1/3
MARRIED	1/2	1/2	2/5	5/12	5/8	1/5	1/3	1/4	1/3
WIDOWED, DIVORCED, SEPARATED	1/2	5/12	2/5	5/12	1/8	7/15	1/3	1/2	1/3
EDUCATION	1/2 SOME HIGH SCHOOL	3/4 SOME HIGH SCHOOL	2/3 SOME HIGH SCHOOL	MOST: SOME HIGH SCHOOL	2/3 SOME HIGH SCHOOL	HALF: SOME HIGH SCHOOL	HALF: SOME HIGH SCH.	HALF: SOME HIGH SCHOOL	HALF: SOME HIGH SCHOOL
WORKERS HAVING CHILDREN UNDER 18	1/4	1/2	1/3	1/4	1/2	1/5	1/3	1/3	1/3
YEARLY EARNINGS OF EMPLOYEES	$1,000	ABOUT $1,200	$1,100	ABOUT $1,700	$1,200	ABOUT $1,500	ABOUT $2,000	1/2 UNDER $500 1/2 ABOUT $1,750	ABOUT $1,200
EMPLOYEES FAVORING TRAINING	1/2	3/4	3/4	1/2	1/4	1/3	3/4	1/2	1/2
EMPLOYEES FAVORING TRAINING ON OWN TIME	1/2	3/4	4/5	2/5	1/3	1/3	1/2	2/3	2/5
REASONS FOR LIKING JOB	THE FAMILY IT'S WHAT I CAN DO WELL	LIKE TO CLEAN, COOK, AND IRON. WORKING ALONE	I'M MY OWN BOSS IT'S ALL I CAN DO	ONLY WORK SHE KNOWS NICE EMPLOYER	CONVENIENT THE EMPLOYER	ONLY WORK THEY KNOW OWN BOSS	THE EMPLOYER THE PAY	ONLY WORK THEY KNOW	EMPLOYER APPRECIATES MY WORK
REASONS FOR DISLIKING JOB	LOW PAY IRONING	LONG HOURS FLOOR CLEANING	LOW PAY LONG HOURS	LOW PAY WORK TOO MUCH AND TOO HARD.	TOO MUCH WORK	NOTHING LONG HOURS MONOTONY OF JOB	LONG HOURS HARD WORK LOW PAY	LONG HOURS TOO MUCH SUPERVISION	TOO MUCH IS EXPECTED. FAMILY ACTS LIKE THEY OWN YOU.
SUGGESTIONS FOR IMPROVEMENT	MODERN EQUIPMENT	BETTER PAY SHORTER HOURS	BETTER PAY SHORTER HOURS	BETTER PAY	UNDERSTANDING ON PART OF EMPLOYER	SHORTER HOURS BETTER EQUIPMENT	UNIVERSAL HOURS BETTER PAY MORE ORGANIZATION	BETTER EQUIPMENT MORE CONSIDERATION BETTER PAY	SHORTER HOURS JOB REQUIREMENTS SPELLED OUT
MAIN SUPPORT	1/3: THEMSELVES	1/2 THEMSELVES 1/5 CHILDREN	1/2: THEMSELVES 1/5: CHILDREN	1/2 THEMSELVES	1/10: THEMSELVES CHILDREN OR MOTHER	5/6 THEMSELVES	4/5: THEMSELVES 1/10: CHILDREN	1/2 THEMSELVES 1/5 CHILDREN	1/2 FAMILY
PARTIAL SUPPORT	1/2: THEMSELVES 1/2: HUSBAND	1/2 THEMSELVES 1/5 CHILDREN	1/3: THEMSELVES 1/6: CHILDREN	1/3 THEMSELVES 1/6 CHILDREN 1/10 PARENTS	1/5: THEMSELVES 1/10: CHILDREN	1/5 THEMSELVES 1/7 CHILDREN	1/4: CHILDREN 1/6: MOTHER	1/5 CHILDREN	1/2 FAMILY

*BETHESDA, CALIFORNIA, LEONARDTOWN, LEXINGTON PARK, PINEY POINT, ROCKVILLE, VALLEY LEE

PROFILE OF WOMEN PRIVATE HOUSEHOLD WORKERS IN THE UNITED STATES, 1965

	SAN ANTONIO, TEXAS	SANTA FE	SPOKANE	NORTHERN VIRGINIA FALLS CHURCH McLEAN, ARLINGTON	S. VIRGINIA*	WILMINGTON, DEL.	WORCESTER, MASS.	YOUNGSTOWN, OHIO
FULL TIME LIVE-IN WORKERS				NO LIVE-IN WORKERS		NO LIVE-IN WORKERS		
DAYS/WEEK WORKED	5-5 1/2	6	5-7		5		5	6
HOURS/WEEK WORKED	44	35-40	15-72		40		35	50
WAGES/HOUR	$0.65	$0.35	$0.35		$0.65		$1.30	$1.35
PAID VACATION	YES	SOMETIMES	SOMETIMES		YES		YES	NO
PAID HOLIDAYS	YES	SOMETIMES	SOMETIMES		YES		NO ANSWER	NO
PAID SICK LEAVE	YES	SOMETIMES	YES		YES		YES	NO
SOCIAL SECURITY PAID BY EMPLOYER	ALL	DIDN'T QUALIFY	1/3: HALF - 1/3 ALL		ALL		ONE HALF	ALL
FULL TIME LIVE-OUT WORKERS		NO LIVE-OUT WORKERS	-NO LIVE-OUT WORKERS					
DAYS/WEEK WORKED	5			5	5-6	5	5	5
HOURS/WEEK WORKED	40			40	45	45	30	38
WAGES/HOUR	$0.65			$1.25	$1.00	$1.00	$1.50	$0.88
PAID VACATION	YES			NO	YES	YES	YES	NO
PAID HOLIDAYS	YES			YES	YES	YES	HALF: YES	NO
PAID SICK LEAVE	YES			YES	YES	NO	HALF: YES	NO
SOCIAL SECURITY PAID BY EMPLOYER	ALL			ALL	HALF: 1/2 - 1/4: ALL	ONE HALF	HALF: ALL - HALF: HALF	HALF: ALL - HALF: 1/2
PART TIME WORKERS								
DAYS/WEEK WORKED	1-3	1-2	1-1 1/2	1	1	1	1	1
HOURS/WEEK WORKED	4-24	7-14	6-13	7-8	6-10	7-8	7-8	7-8
WAGES/HOUR	$0.90	$1.15	$1.10	$1.25	$1.00	$1.25	$1.35	$1.15
PAID VACATION	YES	NO	NO	ALMOST HALF	NO	YES	NO	YES
PAID HOLIDAYS	YES	NO	NO	NO	NO	NO	NO	YES
PAID SICK LEAVE	YES	NO	NO	NO	NO	NO	NO	YES
SOCIAL SECURITY PAID BY EMPLOYER	HALF:ALL	1/3: HALF - 1/3: ALL	1/2: HALF - 1/4 ALL	HALF: ALL - HALF: NONE	1/3: ALL - 1/3: 1/2	1/3: NOT REPORTED 1/6: HALF - 1/2 ALL	1/3: BOTH 2/3: NOT REPORTED	HALF DIDN'T QUALIFY HALF: ALL

YES - MAJORITY PAID BENIFITS
NO - MAJORITY DID NOT PAY BENIFITS
SOMETIMES - HALF PAID BENIFITS

*CHARLOTTESVILLE, NEWPORT NEWS, RICHMOND, LEXINGTON HARRISONBURG, LYNCHBURG, WAYNESBORO, YORKTOWN

PROFILE OF WOMEN PRIVATE HOUSEHOLD WORKERS IN THE UNITED STATES, 1965

	SAN ANTONIO, TEXAS	SANTE FE	SPOKANE, WASH.	NORTHERN VIRGINIA FALLS CHURCH McLEAN, ARLINGTON	S. VIRGINIA*	WILMINGTON, DEL.	WORCESTER, MASS.	YOUNGSTOWN, OHIO
COMPREHENSIVE INSURANCE CARRIED	YES	YES	YES	YES		YES	YES	YES
WORKING TIME WANTED BY EMPLOYER	1-3 FULL DAYS	1-2 FULL DAYS OR LIVE-IN	1-2 FULL DAYS	1 FULL DAY	1 FULL DAY	1-2 FULL DAYS	1 FULL DAY	1 FULL DAY
WORKING TIME WANTED BY EMPLOYEE	FULL TIME	4-5 DAYS	FULL TIME	FULL TIME	4-5 DAYS	FULL TIME	FULL TIME	FULL TIME
DUTIES MOST OFTEN DESIRED AND PERFORMED	CLEANING, IRONING CHILD CARE, COOKING	CLEANING, IRONING, WINDOWS, COOKING	CLEANING, IRONING, WASHING WINDOWS	IRONING, CLEANING WINDOWS, FLOORS CHILD CARE	CLEANING, IRONING, CHILD CARE	CLEANING, IRONING CHILD CARE, WINDOWS LAUNDRY, COOKING	CLEANING, IRONING WINDOWS	CLEANING, IRONING WINDOWS, LAUNDRY FLOORS
NEED FOR A SPECIALIST	MOSTLY NO	MOSTLY NO	MOSTLY NO	MOSTLY NO	MOSTLY NO	MOSTLY NO	MOSTLY NO	MOSTLY NO
WHEN YES, THE TYPE	FAMILY DINNER SPECIALIST	LAUNDRESS, FAMILY DINNER SPECIALIST	PARTY MAID, FAMILY DINNER SPECIALIST, LAUNDRESS	CLEANING SPECIALIST	CLEANING, LAUNDRY, CLOTHING MAINTENENCE	PARTY COOK	CATERER, LAUNDRESS FAMILY DINNER SPECIALIST	FAMILY DINNER SPECIALIST
WORKER PERFORMANCE	MOSTLY SATISFACTORY	MOSTLY SATISFACTORY	MOSTLY SATISFACTORY	MOSTLY SATISFACTORY	MOSTLY SATISFACTORY	MOSTLY SATISFACTORY	MOSTLY SATISFACTORY	MOSTLY SATISFACTORY
REASONS FOR DISSATISFACTION	NOT COMPETENT	NOT THOROUGH	WILL DO NOTHING BUT IRONING	SLOW NOT THOROUGH DOESN'T KEEP HOURS	NOT THOROUGH	NOT THOROUGH	DOESN'T KEEP HOURS	NOT TRAINED
EMPLOYER'S INDICATED WILLINGNESS TO PAY TRAINED WORKERS	$8/DAY - $30/WEEK	$1.25/HOUR $50/WEEK	$1.25/HOUR	$10-$12/DAY - $45/WEEK	$1.25/HOUR $8-$10/DAY	$1.25/HOUR	$10/DAY - $55 WEEK	$1.15/HOUR
ADDITIONAL PAY FOR TRAINED WORKER	$10/WEEK	$0.25/HOUR $2-$4/DAY	$0.25-$0.50/HOUR	$2/DAY	$0.25/HOUR $1-$2/DAY	$2/DAY	$2/DAY $10/WEEK	$2/DAY $10/WEEK
REASONS FOR NO ADDITIONAL PAY	NO TRAINING NECESSARY	THE STANDARD WAGE IS ENOUGH	YOU WOULDN'T WANT TO PAY MORE THAN THE TOP WAGE IN THE AREA	CAN'T AFFORD TO PAY MORE.	CONSIDER PAT TO BE SUFFICIENT FOR THE JOB	DON'T EMPLOY AVERAGE WORKER.	WANTS AVERAGE WORKER	DON'T WANT TRAINED WORKER
TOTAL FAMILY INCOME OF EMPLOYER	HALF: OVER $15,000	HALF; $7,500-$15,000 HALF: OVER $15,000	HALF: $7,500-$15,000 HALF: OVER $15,000	HALF: OVER $15,000	HALF: UNDER $10,000 HALF: OVER $10,000	MOST: OVER $15,000	HALF: OVER $15,000	HALF: ABOUT $9,000 HALF: OVER $15,000
LADY OF THE HOUSE EMPLOYED	NONE	1/6: FULL TIME 1/11: PART TIME	1/8: FULL TIME 1/8: PART TIME	1/7 FULL TIME 1/20 PART TIME	1/5: FULL TIME 1/8: PART TIME	NONE FULL TIME 1/8 PART TIME	1/3 FULL TIME 2/3 NOT EMPLOYED	1/2 FULL TIME 1/2 NOT EMPLOYED

*CHARLOTTESVILLE, NEWPORT NEWS, RICHMOND, LEXINGTON HARRISONBURG, LYNCHBURG, WAYNESBORO, YORKTOWN

PROFILE OF WOMEN PRIVATE HOUSEHOLD WORKERS IN THE UNITED STATES, 1965

	SAN ANTONIO, TEXAS	SANTE FE	SPOKANE	NORTHERN VIRGINIA FALLS CHURCH McLEAN, ARLINGTON	S. VIRGINIA*	WILMINGTON, DEL.	WORCESTER, MASS.	YOUNGSTOWN, OHIO
EMPLOYEE								
RACE	1/3 WHITE - 2/3 NEGRO	SPANISH AMERICAN	WHITE	1/7 WHITE - 6/7 NEGRO	NEGRO	NEGRO	4/5 WHITE - 1/5 NEGRO	NEGRO
AGE	1/2 18-44 - 1/2 45-54	18-44	OVER 45	18-44	18-44	18-44	18-44	18-44
SINGLE	1/3	1/3	1/3	NONE	1/8	1/5	1/8	NONE
MARRIED	1/2	1/3	1/3	5/7	3/4	2/5	3/8	1/2
WIDOWED, DIVORCED, SEPARATED	1/6	1/3	1/3	2/7	1/8	2/5	1/2	1/2
EDUCATION	HALF: SOME HIGH SCHOOL	HALF: SOME HIGH SCH.	HALF: SOME HIGH SCH.	HALF: SOME HIGH SCHOOL	2/3: SOME HIGH SCH.	MOST: SOME HIGH SCHOOL	MOST: SOME HIGH SCHOOL	ALL: SOME HIGH SCHOOL
WORKERS HAVING CHILDREN UNDER 18	1/3	4/5	NONE	1/2	1/2	2/5	1/10	1/3
YEARLY EARNINGS OF EMPLOYEES	ABOUT $1,000	ABOUT $1,000	ABOUT $1,200	ABOUT $1,250	ABOUT $1,700	ABOUT $1,750	1/2 UNDER $500 1/2 OVER $2,500	ONLY 1/6 ANSWERED UNDER $500
EMPLOYEES FAVORING TRAINING	ALMOST ALL	1/2	NONE	1/2	1/5	1/2	1/2	ALMOST ALL
EMPLOYEES FAVORING TRAINING ON OWN TIME	ALMOST ALL	3/5	1/3	1/2	2/5	1/2	1/6	1/2
REASONS FOR LIKING JOB	ONLY WORK THEY KNOW THE EMPLOYER'S FAMILIES ARE NICE	THE EMPLOYER	THE EMPLOYER	EVERYTHING OWN BOSS LIKES TO IRON	THE EMPLOYER WORK NOT TOO DIFFICULT	EVERYTHING LIKES TO COOK OWN BOSS	LIKES EMPLOYER	SAME PLACE AND PEOPLE
REASONS FOR DISLIKING JOB	TOO MUCH IS EXPECTED. FAMILY ACTS LIKE THEY OWN YOU.	NOTHING EMPLOYERS WHO CHANGE THEIR MIND	THE LOW PAY	NOTHING DISLIKES IRONING	NOTHING	HOURS TOO LONG WORK TOO MUCH AND TOO HARD.	NOTHING WASHING WINDOWS AND FLOORS	LOW PAY
SUGGESTIONS FOR IMPROVEMENT	SHORTER HOURS JOB REQUIREMENTS SPELLED OUT	TALK OVER YOUR PROBLEMS WITH EMPLOYER	BETTER HOURS AND PAY	BETTER PAY MODERN EQUIPMENT	MODERN EQUIPMENT	FRINGE BENEFITS	BETTER PAY BETTER TREATMENT BY EMPLOYER	BETTER PAY MORE ORGANIZATION
MAIN SUPPORT	1/4 THEMSELVES	1/3: THEMSELVES 1/6: CHILDREN	1/3: THEMSELVES	1/3 THEMSELVES	1/3: THEMSELVES 1/3: HUSBAND	2/3 THEMSELVES 1/8 CHILDREN	1/2 THEMSELVES 1/4 HUSBANDS	1/3 THEMSELVES 1/10 CHILDREN
PARTIAL SUPPORT	1/4 THEMSELVES 1/6 HUSBANDS AND CHILDREN	1/2: THEMSELVES 1/2: CHILDREN	1/4: THEMSELVES	2/3 THEMSELVES 1/3 HUSBAND 1/2 CHILDREN	2/3: THEMSELVES 1/3: HUSBAND	2/5 THEMSELVES 1/3 CHILDREN	1/10 THEMSELVES 1/10 HUSBAND	1/6 THEMSELVES 1/6 CHILDREN

*CHARLOTTESVILLE, NEWPORT NEWS, RICHMOND, LEXINGTON HARRISONBURG, LYNCHBURG, WAYNESBORO, YORKTOWN

Huntsville 10/26/66

Vista Volunteer — Bill —

Summer '66

Surveyed wages, hours, interested in training, Sale support, family size -

Com. Serv. Committee — activists civ rts.
Zeke —
headed by Negro minister (now gone)

Advisory Bd. —
Main Bd — all democrats

attendance is dropping, no constant attention from Vista now,

MISS Moore — office
MISS Ford — field
MRS Saunders — Prob.

MRS. Dee Olsen
MRS. Jane Reed

" "

Miss Moore — office — wants no white except Reed
good on phone, self-sacrificing in Redeem.

Miss Ford — field

John Cosher — V.P. CSC
Voters League

all 5 orgs overlaps in Madison now share an office

Emp Serv. —

new, younger fellow seems to be interested — he said he would pass standard of $6/day (was $5.00)
& would support $1.25 if maids would ask.

Huntsville Council
NAACP, C.S.C., Maid Service (BES)
— informal, no membership.

160 in Mails Service

Come from County –

EV – Breakdown of Business or Institutions?

No report on Success – Miss

Moore may have it –

here many have asked & received $1.25

V.P. of Bd., fell apart on having to chair

meeting – but organized elevator operators

~~Elevator operators~~ to get $1.25

($300.00 from Archbishop for Salaries)
not for a "Union"

Del Olsen – Catholic Charities –

Negro head of Orphanage was (or appeared) against merits Union

AU – Norman Foundation

Dues 1.00/3 mos

Alinsky { Industrial Service Foundation

Training

Credit Unions

~~Jobs~~

Conditions

Hours

Vacations

Education – Understanding each other ~~Program~~ Problem –

would like for org. to be a voice for poor in bigger things — not yet understood

Dee Olsen —

170 members

(Father Noonan — Mobile?)

~~Lakewood Program~~

Started as Negro Self-help

testing tutoring —

Charles Brannan's Program —

2 psychologists — Pulaski Pike lives in area

Catholic Nurses well Baby Clinic

Thrift Shop Started — (Train clerks this way)

Grading School — Negro — promising a raise —

Different Schools (Negro) have different rates —

Principal sets rate of pay (?)

"Joining among"

$6.00 / day no transportation
8+ hours —

Asking
$125

~~not just~~

No floor scrubbing (hands & knees)

No hanging out windows for washing

See. Security — [went to office —

Sisters of Convent Club.

Credit Unions — Unions

BSEIU
RWDSU
AFSCME
AFT

Publicity

L. C. McMillan
AHAC

11/5/68

SOCC meeting —

Minutes — little rough —

Baptist Church ~~meeting~~ meeting —

10 new members from 25

$20 — $10 of which was for fees —

(Shared responsibility between "outsiders" and mens —

Report on AU & EFU visit —

Credit Union —

Funds(?) from Redstone

Could get training from A&M

College re bookkeeping —

Dr Worry, director of A+M K

Report of PAC meeting —

Proposing to take a proposal to CAP for funds — one to go Mon. to talk with Mr. Hornsby (head of CAP)

— no funds for 2nd employment service

Financial Report — "At the bottom"

SOCC Meeting 11/5/66

Mrs. Crandall
Sister Paula Mary
Mrs. Dee Olsen
Jane Reed
Mr. Steel
Emory Via

Mrs. Beasley —
Miss Moore
Mrs. Sanders —
Mrs. Egglestaw(?) Secty —
Miss Ford
1 Mrs. Stuart
1

Possibles
RWDSU
BSEIU
AFSCME

Advantage of Union

Resources

Money

Staff (outside & local)

Organizing Skill

Relations with rest of labor movement

Support

or Neutralize Opposition to domestic org.

Soc. Security enforcement — Min. Wage (where it applies to institutional)

Union's

Understanding of economic needs

& of economic pressure —

Play a role in politics, Legislation

include Min. wage coverage.,

Possible disadvantage —

Loose some of "freedom" to operate

May get bad Staff

Eventually pay dues

To Bargain —

Union take broad view of domestic org.

Training, pub. rel., pub. ed., Credit Union,

Possible aims of Organization

Wages — $1.40 - 2.00

Conditions — a code

Training

Maids to be more able

Maids for other work

Employers

Standards

human problems

Child Care arrangements

Credit Union

Transpatation

Job market ~~work~~ nationalization

Employment Service — C.A.P. - Hornsby

Group Practice

Party Service

Standards —

Committee — backed by staff —

Sheet — not just card — breakdown complaints

Credit Union

Savings — Insured, life insurance(?)

Loans & advice — regulated, low interest, understandable

Consumer ed.

Auditing

Needs — ~~5-10~~ 7-15 people for several sessions of "study" — hope for someone to keep books

Other Resources —

HEW — Soc. Sec. July, 1965 on Domestic Wks. Soc. Sec. Bulletin

Nat'l Com. on Household Employment

Labor Dept. — Women's Bureau

Mrs. June Wakeford, Atl. Reg. Office

1371 (?) Peachtree St

Empl. Service — keep after in friendly way — (site Charlotte)

SRC — Atl — Credit Union

EFV — Tabulating Survey (?) what kind of sample.

EV

a la file

December 19, 1966

Miss Moore
Sisters of Concern Club
327 Church Street
Huntsville, Alabama

Dear Miss Moore:

Enclosed is a copy of the booklet " A Handbook for Leaders" published by the National Committee on Household Employment. I am sorry not to have had it to send with Al Ulmer with the other materials when he visited your office this past week.

I hope the publication will be of some use to you and please be in touch with me if you feel I can be of further assistance.

Sincerely,

Emory F. Via, Director
Labor Program

EFV/jd

MATERIAL AVAILABLE

The following material is available from the United States Department of Labor, Women's Bureau, Washington, D. C.:

MINIMUM WAGE COVERAGE OF DOMESTIC WORKERS: PRESENT STATUS - 5/28/64	(WB 64-330)
CURRENT DATA ON NONWHITE WOMEN WORKERS - December 1965	(WB 66-194)
TO IMPROVE THE STATUS OF PRIVATE-HOUSEHOLD WORK - March 1965	(WB 65-229
WOMEN PRIVATE-HOUSEHOLD WORKERS FACT SHEET - February 1966	(WB 66-256)
SUMMARY OF THE CONSULTATION ON PRIVATE-HOUSEHOLD WORKERS June 27, 1964	(WB 65-45)
PRIVATE-HOUSEHOLD EMPLOYMENT February 8, 1965	(WB 65-191)

The following material is available from the United States Department of Labor, Bureau of Statistics, Washington, D. C.:

EMPLOYMENT OUTLOOK FOR PRIVATE HOUSEHOLD WORKERS 1966-1967 Series	Bulletin 1450-39

Employment Outlook for

Private Household Workers

Jobs Serv

OCCUPATIONAL OUTLOOK REPORT SERIES

Reprints from the

1966–67 OCCUPATIONAL OUTLOOK HANDBOOK

Bulletin No. 1450–39

UNITED STATES DEPARTMENT OF LABOR

Bureau of Labor Statistics

EDITOR'S NOTE: To follow up on references to page numbers, indexes, or other fields of work, see the 1966–67 edition of the *Occupational Outlook Handbook*.

This is one of a series of reprints from the 1966–67 edition of the *Occupational Outlook Handbook* (BLS Bulletin 1450, price $5.00). The *Handbook* describes the employment outlook, training requirements, and earnings and working conditions in about 700 occupations. It was prepared by the Bureau of Labor Statistics of the U.S. Department of Labor with the cooperation of the Office of Manpower, Automation and Training; Bureau of Employment Security; Women's Bureau; Bureau of Apprenticeship and Training; and Bureau of Labor Standards of the U.S. Department of Labor; the U.S. Department of Agriculture; and the U.S. Department of Health, Education, and Welfare.

Users of the *Handbook* can keep up to date on current developments by reading the *Occupational Outlook Quarterly*, a periodical issued four times yearly; subscription price $1.25 a year. The *Handbook*, reprints, and subscriptions to the *Occupational Outlook Quarterly* are available from the Superintendent of Documents, Washington, D.C., 20402, or from any of the following regional offices of the Bureau of Labor Statistics, U.S. Department of Labor.

1371 Peachtree St. NE. Atlanta, Ga. 30309	18 Oliver St. Boston, Mass. 02110	219 S. Dearborn St. Chicago, Ill. 60604
1365 Ontario St. Cleveland, Ohio 44114	341 Ninth Ave. New York, N.Y. 10001	450 Golden Gate Ave., Box 36017 San Francisco, Calif. 94102

A folder describing these publications and listing the 114 titles in the Occupational Outlook Report Series can be obtained upon request to any of the regional offices.

For sale by the Superintendent of Documents, U.S. Government Printing Office
Washington, D.C., 20402 - Price 5 cents

PRIVATE HOUSEHOLD WORKERS

(3d ed. D.O.T. 301.887; 302.887; 303.138 and .878; 304.887; 305.381; 306.878; 307.878; and 309.138 through .999)

Nature of Work

Private household work is one of the largest areas of work for women, who accounted for nearly all of the approximately 2½ million household workers employed in 1965. Although all household workers are engaged in providing help in the home, many different job titles are used.

The great majority of women household employees work as maids of various kinds. The *general maid* (or *day worker*, if employed by the hour or day), as instructed by her employer, performs a variety of duties, such as cleaning household furnishings, floors, and lavatories; changing and making beds; attending children at play; washing dishes; buying, cooking, and serving food; and washing and ironing clothes. The *mother's helper*, under her employer's supervision, performs similar duties while learning on-the-job. More specialized duties are performed by other kinds of maids. The *personal maid* performs personal services for a woman employer, such as keeping her employer's clothes in good condition by mending, cleaning, washing, and pressing garments, or by having these services performed; cleaning and keeping private quarters tidy; and helping her employer dress. The *nursemaid* performs duties concerned with the care of children, such as giving baths, supervising play activities and outings, washing and ironing clothes, and preparing meals. When caring for infants, she is called an *infant's nurse* and her duties include sterilizing bottles and other feeding equipment, preparing formulas, and feeding the child at scheduled periods during the day and night. *Babysitters* may perform some or all of the duties of a nursemaid or infant's nurse, but on a daily or an hourly basis.

Housekeepers usually have more responsibility and are under less supervision than maids. The *home housekeeper* manages a household where there is a large staff of other household employees. She directs their activities, orders food and cleaning supplies, keeps an expenditure record, and may hire and discharge employees. The *working housekeeper*, or her rural counterpart, the *farm housekeeper*, often is the only employee in homes where the housewife is absent or is unable to do her own housework. These have domestic duties similar to those of the general maid in addition to a housekeeper's responsibilities. The farm housekeeper also assists in light farm chores, such as feeding chickens, and picking fruits and vegetables for the table.

The *cook* and *laundress* usually take care of only one aspect of domestic work, as their titles suggest. The laundress washes and irons household laundry, seldom doing other housework. The cook prepares meals, planning her own menus or following instructions. She prepares vegetables and meats for cooking, or supervises a *cook's helper* who performs these tasks and other work requiring little skill. The cook may also serve meals and perform special cooking duties such as making preserves and fancy pastries.

A *companion* lives with a convalescent or a person who is alone, acting as an aid and friend, and is generally one who has the same social background as the employer. The duties of a companion include attending to the employer's personal needs, looking after social or business affairs, and keeping the employer amused by reading, conversing, and playing games. A *governess* has charge of children in a home, usually supervising their recreation, diet, health, deportment, and education, according to parents' instructions. Among her duties are teaching music and languages, arranging outings, and, sometimes, taking disciplinary measures.

Although women predominate in household work, some occupations are typically performed by men. The *man-of-all-work*, sometimes called the *handyman* or *odd-job man*, performs a variety of duties to keep a private home clean and in good condition, such as dusting furniture, washing windows, waxing and polishing floors, tend-

ing the furnace, repairing screens, painting fences, and caring for the yard. When employed the year-round he may be called the *caretaker*, and when concerned only with taking care of the house, a *houseman*. The *valet* performs personal services for a male employer, such as brushing, cleaning, ironing, mending, and laying out clothing; mixing and serving drinks; and running errands. The *butler* may supervise household workers, assigning and coordinating their work; receive and announce guests; answer the telephone; handle the serving of food and drinks; and he may also act as a valet and perform other services. In households not large enough to require the services of both a butler and a chauffeur, or butler and a houseman, a combination of the duties of both occupations may be performed by one person who is referred to as *butler-chauffeur*, or *butler-houseman*.

Where Employed

Almost half of all domestic workers in 1960 worked in the South; most of the rest were about evenly divided between the North Central States and the Northeastern States, and only about 10 percent were in the West. About three-fourths of all household workers were in city areas.

Almost all domestic workers spend most of their working time in their employer's residence; laundresses, the exception, may perform their work in their own or their employer's home. Less than 10 percent of all domestic workers "live in," that is, live in their employer's home.

Training, Other Qualifications, and Advancement

For most domestic workers, there are no formal education requirements. The ability to cook, sew, wash and iron, clean house, and care for children is generally acquired by girls while helping with the housework in their own homes. This ability also can be acquired by working for about a year as an assistant to an experienced domestic worker or housewife (as a mother's helper). Most employers prefer workers who can operate household equipment such as vacuum cleaners, floor waxers, dishwashers, and electric mixers. Home economics courses offered in high schools, vocational schools, and junior colleges, as well as training courses sponsored by Federal agencies, State employment service offices, and local welfare departments are all helpful in developing home service skills beyond the level ordinarily reached in the home.

With the knowledge acquired at home, or as a mother's helper, a woman can take a job as a general maid or nursemaid. With this experience or with the skill acquired in a special training program, a woman can progress to a job as a personal maid, infant's nurse, cook, or housekeeper.

For the positions of governess and companion, actual work experience is less important than educational and cultural background. A companion should be similar to the employer in age, interests, and background. Practical nursing experience is helpful if the employer is feeble or an invalid. A broad educational background in the arts is useful to a governess. Special skills in music, in a foreign language, and in teaching young children are helpful.

Because of the close contact between domestic workers and other members of the household, employers look for agreeable and trustworthy workers who are neat, clean, and in good health. Some employers require their household workers, particularly cooks and infant's nurses, to have a health certificate; they may arrange and pay for the necessary physical examination. Many employers look for domestic workers whose manners, morals, and habits are acceptable.

Men may acquire domestic abilities in their own homes by helping with the cleaning, maintenance, and other household chores. This experience may be sufficient to enable a man to take a job as a houseman or man-of-all work. From these he can progress to valet, and then to butler.

Advancement other than by a wage increase is generally not available within households with only one or two domestics. To get a better job, a domestic worker usually must change to a home where a job requiring greater skill is available, and these opportunities are limited in number.

Employment Outlook

Many thousands of private household workers will be needed each year through the mid-1970's. Most opportunities will result from the need to replace workers who transfer to other fields of work or leave their jobs for other reasons. Many

opportunities for part-time work are expected to continue to be available. In 1965, the demand for household workers to "live in" exceeded the supply.

Well-trained, competent domestic workers (both to "live out" as well as to "live in") are expected to continue to be in great demand. Because an increasing number of housewives are working outside their homes, and family incomes are increasing, a rising demand for competent household workers is expected for many years to come.

Earnings and Working Conditions

Wages of household workers vary according to such factors as the size of the employer's income, kind of work performed, and local standards of pay. Wages tend to be higher in large cities, especially in the northern part of the country. Workers who "live in" generally are paid the same wage rates as those who "live out," and get free room and board. Workers who "live out" usually receive a free meal plus the cost of their transportation. According to the limited data available for five selected cities in different regions of the country, wage rates quoted by employment agencies for household occupations were as shown below: (Hours worked per day and days worked per week are shown if available.)

Occupation	Hours	Days	Pay
Washington, D.C.			
Day worker	8	------	$1.25 an hour
Laundress	8	------	$1.25 an hour or $50–$60 a week
Housekeeper	8–9	5–5½	$50–$60 a week
Cook	7–8	5–6	$50–$60 a week
General maid	8–9	5	$35–$50 a week
Personal maid	9	5–6	$50 a week
Companion	4–9	5–7	$30–$60 a week
Nursemaid	8–10	5	$25–$35 a week
Babysitter	4–6	------	$1.00–$1.25 an hour
Uniforms are furnished by employer on full-time jobs.			
Chicago, Ill.			
Day worker	8 or more	------	$1.25 an hour
Man-of-all work	8 or more	------	$1.25–$1.75 an hour
General maid (also cooking—live in).	----------	5½	$50 a week and up
General maid (no cooking—live in).	----------	5½	$40–$45 a week
Mother's helper (live in)	----------	5½	$30 a week
Nursemaid (live in)	----------	5½	$30–$35 a week
Uniforms frequently furnished full-time workers.			
New York, N.Y.			
Day worker (female)	----------	------	$1.50 an hour
Day worker (male)	----------	------	$1.75 an hour
General maid (live out)	----------	------	$1.25 an hour
Uniforms frequently furnished full-time workers—Continued			
New York, N.Y.—Continued			
General maid (also cooking—live in).	----------	------	$55 a week
General maid (no cooking—live in).	----------	------	$50 a week
Mother's helper (live in)	----------	------	$35 a week
Cook (live in)	----------	------	$70 a week
Working housekeeper (live in)	----------	5½	$60 a week
Babysitter (until 8 p.m.)	----------	------	$1.25 an hour
Babysitter (after 8 p.m.)	----------	------	$1.00 an hour
Companion (live in)	----------	------	$85 a week and up
Butler-chauffeur	----------	------	$85 a week and up
Butler-houseman (live in)	40 weekly	------	$100–$125 a week
New Orleans, La.			
Day worker	7	------	$5–$6 a day
General maid	----------	5	$25–$35 a week
San Francisco, Calif.			
Day worker (female)	----------	------	$1.50 an hour
Day worker (male)	----------	------	$1.75–$2.00 an hour
Nursemaid	----------	------	$125 a month and up
Babysitter (no housework—days).	----------	------	.75 cents an hour
Babysitter (no housework—nights).	----------	------	$1.00 an hour
Working housekeeper	----------	------	$150–$250 a month
General maid (no cooking—live out).	----------	------	$35 a week
Houseman	----------	------	$2.00 an hour or $250 a month and up.
Man-of-all-work	----------	------	$2.00 an hour or $250 a month and up.
Cook (male)	----------	------	$2.00 an hour or $250 a month and up.
Butler (live in)	----------	------	$400–$600 a month

Even though modern washing and cleaning equipment and materials have helped considerably, housework involves some hard labor at times, especially for dayworkers, who are usually given the heavier tasks in the home. "Live-ins" in homes with no other household workers are likely to be alone most of the time; this situation, plus the length and irregularity of working hours, tends to isolate the worker from family and friends. There are few benefits such as paid holidays, sick leave, and unemployment compensation.

Dayworkers generally acquire customers for whom they do cleaning on a part-time basis at specific intervals (once or twice a week, or maybe at longer intervals) for part or all of a day. Duties are negotiated with each employer, sometimes on a day-to-day basis, and frequently there is no supervision, as, for example, when the employer works away from home during the day and the employee has her own key to let herself into the home or apartment.

Most household workers work part time. Of the full-time workers, more than half worked 35 to 40 hours a week in early 1965, the rest

worked more hours. There is some seasonal demand for dayworkers during holiday seasons; the demand for other workers remains steady throughout the year, but slackens somewhat during the summer vacation months.

Where To Go for More Information

Information about employment opportunities in private-household work or about available training programs may be obtained from the local office of the State employment service.

OCCUPATIONAL OUTLOOK REPORT SERIES

Bulletin No.		Price Cents
1450-A	A Look at Tomorrow's Jobs	10
1450-1	Accountants	5
1450-2	Advertising, Market Research, and Public Relations Workers	10
1450-3	Air-Conditioning and Refrigeration Mechanics	5
1450-4	Appliance Servicemen	5
1450-5	Architects	5
1450-6	Automotive Service and Sales Occupations: Automobile Mechanics, Body Repairmen, Gas Station Attendants, Painters, Parts Countermen, Salesmen, Service Advisors, Truck and Bus Mechanics, Upholsterers	20
1450-7	Barbers, Cosmetologists	5
1450-8	Biological Scientists	10
1450-9	Boilermaking Occupations	5
1450-10	Bookkeeping Workers, Office Machine Operators	10
1450-11	Bowling-Machine Mechanics	5
1450-12	Bricklayers, Stonemasons, Marble Setters, Tile Setters, Terrazzo Workers	15
1450-13	Business Machine Servicemen	10
1450-14	Carpenters, Painters, Paperhangers, Glaziers	15
1450-15	Cement Masons, Plasterers, Lathers	15
1450-16	Cashiers	5
1450-17	Chiropractors	5
1450-18	Clergy: Protestant Clergymen, Rabbis, Roman Catholic Priests	10
1450-19	Commercial Artists, Industrial Designers, Interior Designers and Decorators	10
1450-20	Conservation Occupations: Foresters, Forestry Aids, Range Managers	10
1450-21	Counseling and Placement: College Placement Officers, School, Rehabilitation, and Vocational Counselors	10
1450-22	Dental Hygienists	5
1450-23	Dental Laboratory Technicians	5
1450-24	Dentists	5
1450-25	Diesel Mechanics	5
1450-26	Dietitians	5
1450-27	Dispensing Opticians, Optical Laboratory Mechanics	5
1450-28	Driving Occupations: Truck, Bus, and Taxi Drivers; Routemen	15
1450-29	Earth Scientists: Geologists, Geophysicists, Meteorologists, Oceanographers	10
1450-30	Electricians (Construction)	10
1450-31	Electronic Computer Operating Personnel, Programers	10
1450-32	Engineers: Aerospace, Agricultural, Ceramic, Chemical, Civil, Electrical, Industrial, Mechanical, Metallurgical, Mining	10
1450-33	Factory Operatives: Assemblers, Electroplaters, Inspectors, Power Truck Operators, Production Painters	10
1450-34	FBI Agents	5
1450-35	Firefighters, Policemen and Policewomen	10
1450-36	Floor Covering Installers	10
1450-37	Forging Occupations, Blacksmiths	10
1450-38	Home Economists	5
1450-39	Household Workers, Private	5
1450-40	Hospital Administrators	5
1450-41	Laborers (Construction)	10
1450-42	Landscape Architects	5
1450-43	Lawyers	5
1450-44	Librarians	5
1450-45	Machining Occupations: Instrument Makers, Machinists, Machine Tool Operators, Tool and Die Makers, Setup Men, Layout Men	15
1450-46	Maintenance Electricians, Industrial Machinery Repairmen, Millwrights	10
1450-47	Mathematics and Related Fields: Mathematicians, Statisticians, Actuaries	10
1450-48	Medical Record Librarians	5
1450-49	Medical Technologists	5
1450-50	Medical X-ray Technicians	5
1450-51	Newspaper Reporters	5
1450-52	Occupational Therapists, Physical Therapists	5
1450-53	Operating Engineers (Construction Machinery Operator)	10
1450-54	Optometrists	5
1450-55	Osteopathic Physicians	5
1450-56	Performing Arts: Actors, Dancers, Musicians, Singers	10
1450-57	Personnel Workers	5
1450-58	Pharmacists	5
1450-59	Photographers	5
1450-60	Plumbers and Pipefitters, Asbestos and Insulating Workers	10
1450-61	Printing Occupations	15
1450-62	Physical Scientists: Chemists, Biochemists, Physicists, Astronomers	10
1450-63	Physicians	5
1450-64	Podiatrists	5
1450-65	Psychologists	5
1450-66	Purchasing Agents, Industrial Traffic Managers	5
1450-67	Real Estate Agents and Brokers	5
1450-68	Receptionists, Telephone Operators	5
1450-69	Recreation Workers	5
1450-70	Registered Professional Nurses, Licensed Practical Nurses, Hospital Attendants	10
1450-71	Sanitarians	5
1450-72	Salesmen and Saleswomen in Retail Stores, Salesmen in Wholesale Trade, Manufacturers' Salesmen	10
1450-73	Securities Salesmen	5
1450-74	Shipping and Receiving Clerks	5
1450-75	Sheet-Metal Workers, Roofers	10
1450-76	Social Scientists: Anthropologists, Economists, Geographers, Historians, Political Scientists, Sociologists	15
1450-77	Social Workers	5
1450-78	Speech Pathologists and Audiologists	5
1450-79	Stationary Engineers, Stationary Firemen (Boiler)	5
1450-80	Stenographers and Secretaries, Typists	10
1450-81	Structural and other Ironworkers, Elevator Constructors	10
1450-82	Surveyors	5
1450-83	Teachers: Kindergarten and Elementary, Secondary, College and University	10
1450-84	Technical Writers	5
1450-85	Technicians: Engineering and Science Technicians, Draftsmen	10
1450-86	TV and Radio Servicemen	5
1450-87	Urban Planners	5
1450-88	Vending Machine Mechanics	5
1450-89	Veterinarians	5
1450-90	Watch Repairmen, Jewelers and Jewelry Repairmen, Instrument Repairmen	10
1450-91	Welders, Oxygen and Arc Cutters	5

Some Major Industries and Their Occupations

1450-92	Agriculture	15
1450-93	Aircraft, Missiles, and Spacecraft	10
1450-94	Apparel	10
1450-95	Atomic Energy	15
1450-96	Aviation, Civil	15
1450-97	Baking	10
1450-98	Banking	10
1450-99	Chemicals	10
1450-100	Electric Light and Power	10
1450-101	Electronics	10
1450-102	Foundries	10
1450-103	Government	15
1450-104	Hotel	10
1450-105	Insurance Occupations	10
1450-106	Iron and Steel	10
1450-107	Motor Vehicles	10
1450-108	Petroleum and Natural Gas	10
1450-109	Paper	10
1450-110	Post Office	10
1450-111	Radio and TV Broadcasting	10
1450-112	Restaurant	10
1450-113	Telephone	10
1450-114	Railroad	20

Available from the Superintendent of Documents, Washington, D.C., 20402, or any of the regional offices of the Bureau of Labor Statistics, U.S. Department of Labor.

U. S. GOVERNMENT PRINTING OFFICE : 1966 O - 778-490

M — Domestic Workers

Week of April 28, 1969

MRS. KOONTZ URGES "QUIET REVOLUTION"
IN HOUSEHOLD EMPLOYMENT

WASHINGTON -- Mrs. Elizabeth Duncan Koontz, director of the Labor Department's Women's Bureau, has urged members of an Alexandria, Va., project sponsored by the Urban League to help initiate a "quiet revolution" in household employment.

The project, Service United for Responsible and Gainful Employment, (SURGE), was set up to recruit and train household workers.

"Revolution is not too strong a word nor too strong a program," Mrs. Koontz said. "For what we seek and work toward is a basic change -- a revolution in the prospects, in the working conditions, in the self-respect and pride, in the hopes and in the rewards of nearly 2 million household workers in this country."

Mrs. Koontz pointed out that SURGE was launched with two goals in mind -- to train 200 workers in household employment and to establish a cooperative organization through which the workers will be hired.

Speaking before the Northern Virginia Conference on Household Employment, Mrs. Koontz reported that 20 workers have been trained and that 11 more are in class. The trained workers receive $1.75 an hour, a week's paid vacation after one year, sick leave, and workmen's compensation.

She emphasized that if household employment standards are to be raised to the level of other occupations, every trainee must be brought up to an acceptable level of competence.

(More)

Mrs. Koontz cited responsibilities demanded of other workers, such as coming to work on time, and courses in house care as prerequisites for the trainee to reach this level.

"The household worker who has been properly trained," Mrs. Koontz said, "is a skilled worker in a very real sense." As such, she is entitled to the benefits of other skilled workers -- the respect and self-respect that go with competence, and an opportunity to perform her work under decent conditions for a decent reward, she added.

Mrs. Koontz said the household employee should be protected by the minimum wage and should have such fringe benefits as social security.

However, "the most challenging task of all is changing the employers," Mrs. Koontz asserted, pointing out that employers must learn to think of household workers as skilled workers, and learn to regard their work as a service.

She admitted that her program was a large one that would take a long time but said that efforts to carry it out should begin immediately.

# # #

№ 200

SOCC

SISTERS OF CONCERN CLUB

3406 MERIDIAN ST., N.
HUNTSVILLE, ALABAMA
PHONE 539-5966

MEMBER

CHAIRMAN

FIELD DIRECTOR

EXECUTIVE DIRECTOR

PURPOSES

1. To establish minimum wages of $1.25 per hour for domestic workers.
2. To establish professional standards.
3. To improve working conditions.
4. To locate and acquaint potential employer with our standards.

THIS IS TO CERTIFY THAT

_____

IS A MEMBER OF DOMESTICS UNITED
CHARLOTTE, NORTH CAROLINA

Ck for the
letter "Arthur J
Conners" on the
key
look as we
go through for

relevant folder

National Domestic Workers Org.
50 Whitehall St.
Room 914
525-6468

Call Barney Weeks
re training for in between

E. Vid —

Rule of CAP
" " Lab. Dept Funds —
Employment Service
re MDTA

Training not ready to jobs —
Check Barney Weeks re who from Union to work with
Mr. Britt was in charge of Domestic service — now in charge of manpower (?)

$1.00/hr for sitting —

Miss Ford — in school — Clerk typist —
will work one hour day + Saturday —
MDTA Training — Hill Bldg. (near Hayes)
$30/wk + $25 family care

Big argument re cleaners — no exc care — only
Miss Ford defended their being that way — poverty knowledge

EV & AU Huntsville Council Project?

Domestics meeting — Board — 20 on — people
10 to meeting —

883-0286

Mrs. Billy Jane Reed only white & non-domestic worker on board

Before 11:00 or after 5:00

2612 Arrowood ST.

Credit union interest —

Bring info

Person & meeting

Mrs. Reed —

Dean of H.S.

mainstay in HRC

FOREWORD

THE CHALLENGE

GUIDELINES TO COMMUNITY ACTION

I. How to Organize a Community Committee

II. What Some Communities Are Doing - Specialized Services

III. New Concepts in Job Development

IV. Community Resources

V. Recruiting Techniques

VI. Topics for Group Discussion

A. Interviewing a Prospective Employee

B. A "Do It Yourself" Time Study of Your Own Household Activities

C. Using Management Techniques in Home Maintenance

D. A Code of Standards Recommended by NCHE (to be added)

E. Suggested Resolution

VII. Guidelines for a Survey to Determine Existing Working Conditions, Demand for Workers, Employer-Employee Attitudes

VIII. Promoting Legislative Action

A. Techniques

B. Examples of State Minimum Wage Laws (to be added later)

REFERENCE MATERIALS FOR LEADERS

Historical Highlights

A Profile of Household Workers - Facts & Figures

Recommended Reading

The National Committee on Household Employment

1346 CONNECTICUT AVENUE, N.W. • WASHINGTON, D.C. 20036
Telephone: 223-5240

MRS. LOIS M. HARPER
Executive Director

MRS. MARGARET M. MORRIS
Project Director

November 10, 1966

Mr. Emory F. Via
Director, Labor Program
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Mr. Via:

We were pleased to receive your inquiry and request for materials from the NCHE and are forwarding a number of the items under separate cover.

We are enclosing the table of contents of a handbook for leaders which will be ready for distribution within a period of a week or ten days and will send you five copies as soon as it is off the press.

We are eager to know more about the Southern Regional Council, Inc. and would be interested in receiving any material you can send us. Please advise us of any way in which you feel we can be of assistance.

Sincerely yours,

Lois M. Harper

Lois M. Harper
Executive Director

LMH:vaa

Enclosure

MAID SURVEY

Survey Conducted by Sisters of Concern Club

Aims and Objectives of Survey:

"The purpose of this survey will be to find out if there is a need for an organization of maids, motel and hotel workers, cafeteria workers and other domestic workers in Huntsville and Madison County. Your response to the following questions will give us a better understanding of the general dissatisfaction with wages and working conditions and will let us know how many maids are willing to take part in efforts to get higher wages; and what methods must be employed by maids in Madison County to get higher wages and better working conditions."

1. Name _____ Age _____

2. Address (Street No., P.O. Box No., Rural Route No., and name of road)

_____

3. Phone Number _____

4. Marital Status: Single ___ Married ___ Separated ___ Divorced ___ Widow ___

5. Last grade attended in school _____ Last grade completed in school _____

6. Number of children _____ Ages of children ___ ___ ___ ___ ___ ___ ___ ___

7. List the schools that your children are now attending _____

_____

8. Total Family Income: List names and occupations of all members of your family who are employed, and give their yearly income: _____

_____

_____

What is your total family income for a year: (a) Under $1,000; (b)Under $1500 (c) Under $2,000; (d) Under $2500; (e) Under $3,000; (f) Under $4,000; (g (g) Under $5,000; (h) Over $5,000

9. How many people are supported off of your total family income? _____

10. What Church do you attend? _____

11. What is the nature of your present work (what is your interpretation or description of your duties)?

(a) Maid

(b) Hotel or Motel

(c) Laundry

(d) Cafeteria

(e) Office Building

12. Time worked and wages:

	Employer's name, address and occupation	# hours worked per day	#days worked per week	Wages or salary	Amount per hour
A.					
B.					
C.					

13. How many months of the year do you work (seasonal or full time): _____

14. If you do not work full time, why aren't you working full time (wages too low, no one to care for the children):

15. Do you feel that your pay is adequate for the work that you do? _____
A. How much do you think you should be paid _____ B. How much would you settle or compromise for _____

16. Do you feel that your hours are too long _____ How many hours do you desire to work _____

17. Are you covered by Social Security _____

18. Would you be willing to receive training in your present job _____
If offered the opportunity, what type of job training would you be most interested in receiving _____

19. Do you feel that maid or domestic work training would increase your wages _____

20. Method of getting to and from work: (a) Do you have a drinver's licence _____
(b) Distance traveled each day _____ (c) Time spent in going and coming _____

21. Would you be willing to join and support an organization of Domestic Workers in Madison County whose purpose would be to attain higher wages _____

22. What kind of support would you be willing to give, what would you be willing to do for higher wages:

(a) Would you be willing to join a general strike (laying off a few days or longer to accomplish goal _____ How long could you afford to lay off _____

(b) Would you agree not to take a job behind a person who had quit in order to get higher wages _____

(c) Would you be willing to ask your present employer for a raise _____

(d) Would you be willing to support the organization financially _____
How much could you give _____

23. Do you have any objections to working for a Negro _____

INTERVIEW SCHEDULE FOR EMPLOYER

1. How many domestics do you employ?_____

2. Through what source did you secure your domestic help?_____

_____

3. How long has (have) your present domestic(s) worked for you?

Years	Months	Weeks	Days

4. How many hours a day do you employ her (them)?_____

5. The following is a list of yearly salaries. Will you please tell me which category most closely fits the yearly salary you pay your domestic?

_____ Less Than $600 a year

_____ $ 600 - $ 700 a year

_____ $ 700 - $ 800 a year

_____ $ 800 - $ 900 a year

_____ $ 900 - $1,000 a year

_____ $1,000 - $2,000 a year

_____ $2,000 - $3,000 a year

_____ Over $3,000

6. Why do you pay your worker(s) that particular salary?_____

_____

7. What would you consider the average wage per hour of a domestic in your neighborhood?_____

8. Under what conditions would you increase her salary?_____

_____

_____

9. Do you supplement your domestic's pay by giving her bus fare, meals, used clothes, etc.?_____

10. If yes, what have you given her recently?_____

_____

11. Have you explained social security to your employee?_____

12. Do you pay the employer's half of social security, or do you pay both parts?_____ Employer's Half_____ Both Parts_____ None _____

13. Do you carry comprehensive liability insurance?_____

14. If no, what provisions do you have for your worker(s) in case of accident?_____

_____

_____

_____

15. What chores and responsibilities do you give your domestic?

_____	Cleaning Windows	_____	Care of Children
_____	Waxing Floors	_____	Heavy Cleaning
_____	Ironing	_____	Light Cleaning
_____	Laundry	_____	Sewing or Mending
_____	Cooking	_____	Others

16. In what particular areas are you satisfied with her work?_____

_____

_____

_____

17. In what particular areas are you disatisfied with her work?_____

_____

_____

_____

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18. Indicate areas of training that you think would improve the performance of your domestic._____

_____

_____

19. Would you be willing to pay a day worker more per hour than a person who works by the week? _____Yes _____No

20. If yes, why?_____

_____

_____

21. Would you be willing to raise the salary of your domestic if your neighbors did?_____Yes _____No

22. If no, why not?_____

_____

_____

23. If yes, why?_____

_____

_____

24. Do you provide a paid vacation?_____Yes_____No

25. If yes, how many days?_____

26. Do you pay your domestic when she is absent from work because a holiday occurs on one of her work days?_____Yes _____No

27. Do you pay your domestic when she is absent from work because she is ill?_____Yes _____No

28. Would you please tell me which of the following income ranges most closely fits that of your family's income?

_____ $ 6,000 or below

_____ $ 7,000 - $ 8,000

_____ $ 9,000 - $11,000

_____ $12,000 - $14,000

_____ $15,000 - $17,000

_____ $18,000 - $20,000

_____ $20,000 or above

29. Thank you for your cooperation in filling out this form. It is greatly appreciated. Do you have any comments you would like to add?_____

_____

_____

_____

_____

_____

_____

Name_____

Address_____

Date_____

9/12/66
map

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Interview Schedule For Employees

1. Are you now working as a domestic? ____yes ____no

2. If no, are you looking for a job as a domestic? ____yes ____no

3. Have you ever done any type of work other than domestic work?
____yes ____no

4. If so, what kind or kinds? _____

5. Do you find it difficult in obtaining employment? ____yes ____no

6. If so, is it because of :

____Poor health

____Lack of training or education

____Temporarily or partially disabled

____Nobody will hire you because of race

____Nobody will hire you because of age

____Nobody will hire you because of sex

____Lack of child care facilities

____Other reasons

7. Where do you work? _____

8. Check the kind of work you do as a domestic.

____Cooking ____Cleaning

____Sewing ____Care of Children

____Washing ____Shopping

____Ironing ____Others

9. The following categories is a work schedule and a payment schedule. Please tell me which most closely fits your working schedule and pay received.

No. of hrs. work	Pay per hour	No. of days work	Pay per day

Pay per week

10. Do you feel you are being underpaid? ____yes ____no

11. If yes, why do you feel you are being underpaid? _____

_____

_____

Interview Schedule for Employees (Continued)

12. Does your employer give you meals, used clothing, furniture, and other things rather than giving you a larger salary? ____yes ____no

13. Do you receive the following three benefits:

    (a) paid vacation ____yes ____no
    (b) regular pay when you are ill ____yes ____no
    (c) social security withheld from your earnings ____yes ____no

14. What are some of the things about your present job you like?

    _____

    _____

    _____

15. What are some of the things about your present job you do not like?

    _____

    _____

    _____

16. What kinds of training do you think would help you or make your job easier?

    _____

    _____

    _____

17. Would you like to receive free training, if it were offered, in other areas of work? ____yes ____no

18. In what areas are you interested? _____

    _____

19. If you could get free training when would be the best time for you?

    _____

20. Please tell me, in order of importance, which of the following things are important to you in a job. Which do you consider first and most important. Which is second, third, etc?

    ____High income ____Five-day week job
    ____Job Security ____Chance for promotion
    ____Short working hours ____Work which is close to home
    ____Work which is satisfying

21. By what means (mode of transportation) do you get to work and return home?

    _____

22. How are your children cared for while you are working? _____

    _____

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Interview Schedule For Employees (Continued)

23. Did you work all of the time this past year? ____yes ____no

24. If no, did you quit or were you laid off? _____

_____

25. What would you say is the family's income of your present employer?

____ below 6,000 ____12,000 - 14,000

____ 6,000 - 8,000 ____14,000 - 16,000

____ 8,000 - 10,000 ____16,000 - 18,000

____10,000 - 12,000 ____18,000 - 20,000

____20,000 or above

26. What type of work do the adults do where you are employed?

_____

27. What is the last grade of school you finished? _____

28. Check your age range.

____ 19 or younger

____ 20-24

____ 25-30

____ 31-35

____ 36-44

____ 45-55

____ 55 or over

29. Do you support the following people?

____ Children ____Number

____Mother

____Father

____Sister

____Brother

____Others

30. Thank you for your cooperation in filling out this form. It is greatly appreciated. Do you have any comments you would like to add?

_____

_____

_____

Name _____
Address _____
Date _____

jel
September 26, 1966

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THESE ARE THE FACTS!

A PROFILE OF HOUSEHOLD WORKERS IN THE U.S.A.

NCHE

National Committee on Household Employment

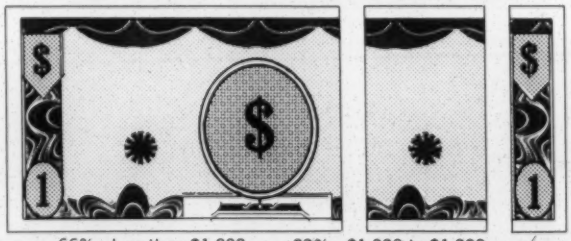
FACTS AND FIGURES ON THE PRIVATE HOUSEHOLD W

The facts about this disadvantaged occupation show why it is a matter of priority importance to all concerned with the problems of working women.

ANNUAL WAGES[2]

TOTAL CASH INCOME—including wage and self-employment income as well as all forms of social insurance and public assistance—is very low.

TOTAL CASH INCOME

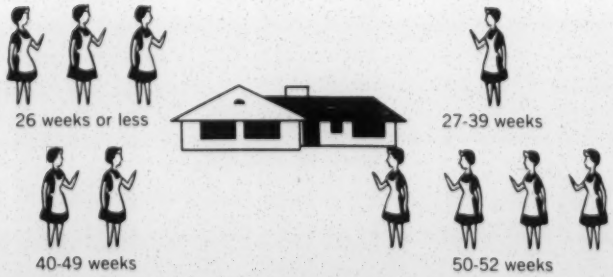


66%—less than $1,000 23%—$1,000 to $1,999 11%—$2,000 or more

The low annual wages of all women private household workers reflect the intermittent character of their employment as well as their low rates of pay when employed.

INTERMITTENCY OF THE OCCUPATION

Part Time/Full Time

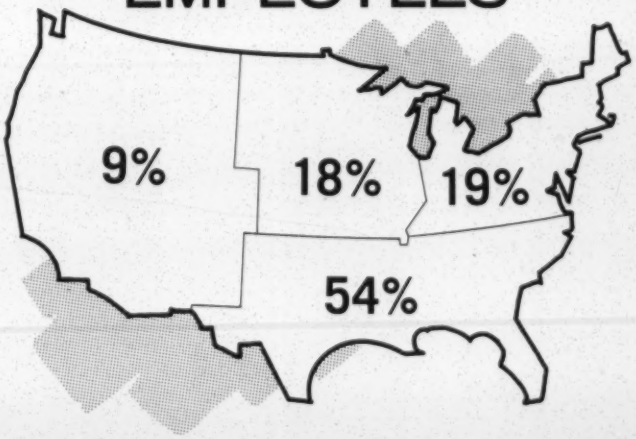


PRIVATE HOUSEHOLD WORKERS WERE HEADS OF 250,000 FAMILIES

In Two-Thirds of these Families There Were Children Under 18

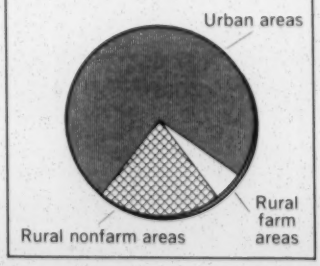
LEGISLATIVE STATUS—Workers in private household employment are not afforded the protection of the Federal minimum wage and hour law nor of the major forms of social insurance from which most other workers benefit.

DISTRIBUTION OF HOUSEHOLD EMPLOYEES

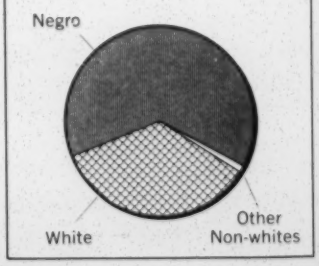


This is an urban occupation with a predominance of Negro workers.

RURAL vs URBAN OCCUPATION PRIVATE HOUSEHOLD WORKERS



RACE

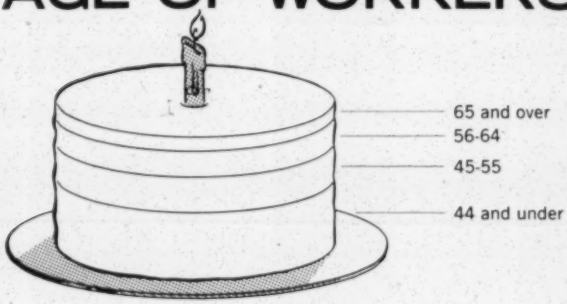


[1]U. S. Department of Commerce, Bureau of the Census of Population, 1960
[2]Bureau of the Census, Current Population Report, 1964

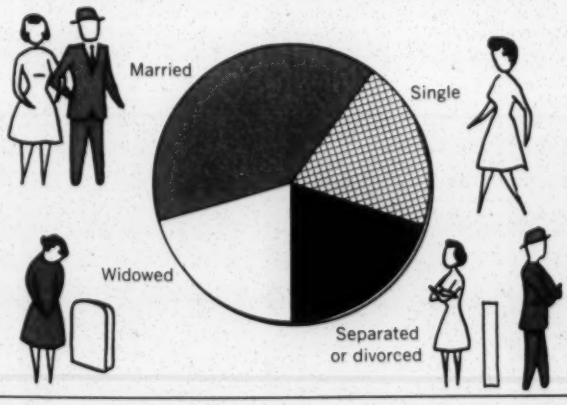
ORKERS OF THE U.S.A.[1]

The average private household worker is about 6 years older than the typical woman in the labor force:

AGE OF WORKERS

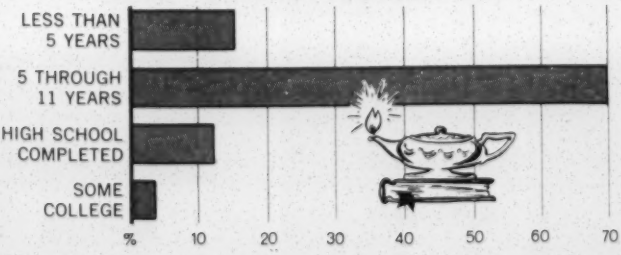


MARITAL STATUS OF PRIVATE HOUSEHOLD WORKERS



Educationally, the private household worker is disadvantaged:

EDUCATIONAL ATTAINMENT



WHAT YOU AND YOUR COMMUNITY CAN DO TO BRING LIVING WAGES, A NEW STABILITY AND STATUS TO THIS IMPORTANT OCCUPATION

NATIONAL COMMITTEE ON HOUSEHOLD EMPLOYMENT

HOW TO ORGANIZE A COMMUNITY COMMITTEE

- Contact local units of the national organizations affiliated with NCHE.
- Enlist representatives of other service organizations, professional associations, women's groups, public and private agencies and the Governor's Commission on the Status of Women.
- Invite household employers and employees to be members of the Committee.
- Invite a local representative of your State Employment Service, Director of Vocational Education, Coordinator of Manpower Programs and the Regional Representative of the Women's Bureau.
- Write to the National Committee on Household Employment for Program and Study Materials.

MRS. W. WILLARD WIRTZ, *Honorary Chairman*

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Project Director

NATIONAL COMMITTEE ON HOUSEHOLD EMPLOYMENT

1346 CONNECTICUT AVE., N.W.

WASHINGTON, D. C. 20036

TELEPHONE: 223-5240

the national committee on

HOUSEHOLD EMPLOYMENT

An Action Program

NCHE/what it is

THE NATIONAL COMMITTEE ON HOUSEHOLD EMPLOYMENT is a nonprofit corporation comprised of members from women's groups, professional and social welfare associations, service clubs and distinguished individuals. It was established to coordinate the efforts of all groups with a mutual interest in the problems of private household employment.

NCHE/its goal

To improve the economic and social status and the quality of employment in household and related service occupations.

NCHE/how it operates

The Board of Directors is elected by members from the Committee. An Executive Committee and the Executive Director are responsible for the administration of the Committee affairs. Standing committees and special consultants are appointed by the Board of Directors.

NCHE/its support

Supported through voluntary contributions from organizations, individual gifts and foundation grants.

NCHE/its membership

Interested organizations and individuals are invited to write to the Executive Director to apply for membership. There are no dues.

NCHE/its services

Consultation on Training Programs
Information on Legislation
Distribution of Reports
National Interpretation
Visual Aids
Guidelines for Employer-Employee Relationships

NCHE/ITS PROGRAM

- To provide leadership in establishing and promoting higher standards for private household work.
- To promote, coordinate and evaluate six to eight pilot training programs for household and related service workers under a contract with the United States Department of Labor.
- To stimulate and assist with the formation of Community Committees for action at the local level.
- To develop new methods and techniques of recruiting, counseling, training and placing trainees.
- To stimulate the development of new jobs to meet present and emerging needs.
- To demonstrate that employers will be willing to pay wages commensurate with skills acquired in training programs.
- To establish that workers will be attracted to this field of employment if wages, hours, working conditions, training and employer-employee relationships are as rewarding as those of other occupations.
- To focus on changing attitudes to bring new dignity to this occupation.
- To stimulate the development of needed legislation.

WHAT YOUR COMMUNITY CAN DO

SURVEY

Determine existing working conditions and needs by conducting a survey of employers and employees.

TRAINING PROGRAMS

Aid in the development of training courses and training proposals to public and private agencies.

Recommend experimental and innovative techniques to be used in training programs.

Survey facilities such as apartment houses, home economics departments of schools, settlement houses, city and suburban community centers, clubhouses and large private residences to determine their availability and suitability for training centers.

Assist in recruiting of trainees and in providing qualified counseling services.

Recruit employers to provide working experience opportunities and supervision for trainees.

Conduct short orientation courses for employers in the supervision of household workers.

STANDARDS

Establish a code for adequate employment standards and employer-employee relationships.

PUBLIC INFORMATION

Make full use of all media to alert the community to existing problems and the need for community action to alleviate them.

JOB DEVELOPMENT

Encourage the establishment of small household cleaning businesses and specialized services such as catering, child care and gardening.

PLACEMENT

Stimulate effective placement through your State Employment Service and qualified licensed private employment agencies.

LEGISLATIVE

Study present legislation affecting the field of household employment and work actively for legislation to make wages, hours and fringe benefits commensurate with those in other fields of employment.

IMPROVE STATUS AND MORALE

Develop opportunities for social contacts for workers through the formation of clubs under the sponsorship of agencies such as the YWCA, YMCA, settlement houses and churches.

Explore means of improving transportation.

HOW TO ORGANIZE A COMMUNITY COMMITTEE

- Contact local units of the national organizations affiliated with NCHE.
- Enlist representatives of other service organizations, professional associations, women's groups, public and private agencies and the Governor's Commission on the Status of Women.
- Invite household employers and employees to be members of the Committee.
- Invite a local representative of your State Employment Service, Director of Vocational Education, Coordinator of Manpower Programs and the Regional Representative of the Women's Bureau.
- Write to the National Committee on Household Employment for:
  - 1 Sample questionnaires and instructions for the survey
  - 2 Sample certificates and emblems for training program graduates
  - 3 Sample brochures and posters for recruiting
  - 4 Suggested releases and spot announcements
  - 5 Information on Resource Materials
  - 6 Training Guides
  - 7 Suggested employer-employee codes
  - Name of the Regional Representative of the Women's Bureau, U.S. Department of Labor.

MRS. W. WILLARD WIRTZ, HONORARY CHAIRMAN

BOARD OF DIRECTORS

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A Handbook For Leaders

the national committee on
HOUSEHOLD EMPLOYMENT

News Digest

Year Round Employment for Farm Workers urged by Secretary Wirtz who called for mobilization of public opinion regarding the farm situation and recognition of farm work in form of protective legislation. On migrant farm children: "The hiring out to others of children 10 to 13 years old, and even younger, violates everything we believe in. The only reason this is permitted to go on is that most people don't know or believe that it happens."

Fisk and Tuskegee Train Counselors for Disadvantaged Youth: These two predominantly Negro schools among 33 designated by Labor Department to train college graduates as Counselors.

AUGUST

Civil Rights and Automation on Collision Course warns Jack T. Conway, AFL-CIO Industrial Department Director and Office of Economic Opportunity Deputy Director. Remedy is education and training.

-- Labor Looks at Automation and Civil Rights; Seminar on Manpower Policy and Program

Note for govt. officials record.

Arthur Chapin Given Additional Duties: Arthur A. Chapin, Special Assistant to the Secretary of Labor in manpower matters was given additional responsibilities and designated Special Assistant for Equal Opportunity in Manpower Programs in the Office of the Manpower Administrator.

Secretary Speaks at USS George Washington Carver Launching: "Today,

(MORE)

News Digest

Rel

HOUSEHOLD EMPLOYMENT SURVEY

A community survey of the household services occupation will bring forth information on: the requirements of employers, including conditions of work, wages, hours of work and fringe benefits; problems of workers, such as transportation and day care for their children; training needs; and many other factors which affect the attitudes of both employees and employers toward this occupation.

The suggested questionnaires have been developed after experience with a similar survey in 37 communities. However, any group that decides to set up a survey will undoubtedly wish to ask other questions and phrase them in other ways according to the specific local objectives and the customs of the communities.

The following suggestions may be of help in planning for the survey:

1. Both employees and employers must be assured that they are in no way identified and that their responses are confidential.

2. People who are participating in the survey are generally more cooperative if they know that you are asking their help in raising the status of an occupation which will eventually result in a larger supply of skilled workers; they seem interested in knowing this is a national movement and that through them, their community is participating in it.

3. Most employers will not require help in filling out the form. However, in many cases better results came from having the employers complete them as a group during a regular club or study group meeting. This also gives an opportunity to present some of the reasons why this occupation must be reconstituted.

4. Many employees will need help in filling out the forms. Individual interviews are the best way to get employee response. Very few are returned if workers take them home to do.

5. While it is desirable that the forms be filled in completely, it is anticipated that some workers may not wish to answer all the questions. They should be encouraged to answer as many questions as they wish and to skip those they do not want to answer.

The National Committee on Household Employment
1346 Connecticut Avenue, N. W.
Washington, D. C. 20036

SUGGESTED QUESTIONNAIRE FOR EMPLOYERS

1. Residence _____ _____.
City State

2. Please list all of the workers you employ, giving the total hours per week they work and payment, excluding carfare; indicate whether or not they live in.

*Worker Category	Hours per Week	Payment by:			Live in:	
		Hour	Day	Week	Yes	No
		$	$	$		
		$	$	$		
		$	$	$		
		$	$	$		
		$	$	$		

3. Do you pay carfare? _____yes _____no

4. Do you contract for any services with a firm or agency and pay it instead of the worker?

_____yes _____no

If you do, please list what kind of service and the cost of it.

_____

_____

_____

5. Do you provide a paid vacation? If yes, how many days?

_____no

_____yes _____days

* This question refers to all workers in your home---household help, baby-sitters, yard and handymen, window washers, laundresses, cooks etc. List all whom you employ and indicate sex.

6. Do you pay for holidays?

_____yes _____no

7. Do you pay employee when he or she is sick?

_____yes _____no

8. Do you pay the employer's half of Social Security?

_____yes _____no

9. Do you pay both parts?

_____yes _____no

10. Does your worker agree to your reporting his or her wages?

_____yes _____no

11. Have you explained Social Security to your employee?

_____yes _____no

12. Do you carry comprehensive liability insurance?

_____yes _____no

13. If no, what provision do you have for your worker in case of accident?

_____

_____

_____

14. What kinds of specialized workers would you like to have?

_____

_____

_____

15. In what respects do you like your present employee(s)?

_____

_____

_____

16. What faults do you have to find with your present employee(s)?

_____

_____

_____

17. Indicate kinds of training that you think would improve the performance of household workers.

_____

_____

_____

18. Are you away from home a great deal, either in gainful employment or volunteer work?

_____yes _____no

19. Have you answered all the questions? Thank you for your cooperation.

Have you any comments you would like to add in the space below?

_____

_____

_____

_____

_____

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SUGGESTED QUESTIONNAIRE FOR EMPLOYEES

1. Where do you live? _____ City _____ State

2. Are you working now?

   _____yes _____no

3. Are you looking for a job?

   _____yes _____no

4. How many days a week do you usually work? _____days

5. If you are paid by the day, how much per day? $_____

6. How many hours do you work each day? _____hours

7. If you are paid by the hour, how much per hour? $_____

8. How many hours do you work each week? _____hours

9. If you are paid by the week, how much per week? $_____

10. Do you live with the family you work for?

    _____yes _____no

11. Do you work for more than one family?

    _____yes _____no

12. What kinds of families do you work for?

    _____ Single Person

    _____ Couple

    _____ Family with Children

    _____ Several Adults with no Children

13. Does the person you work for pay your bus fare?

    _____yes _____no

14. Do you pay Social Security tax?

    _____yes _____no

15. Does your employer pay Social Security tax?

_____yes _____no _____I don't know

16. Do you get a paid vacation from any of the persons you work for?

_____yes _____no

17. Check the statement below which is true in your case.

_____When a holiday falls on one of my regular working days, I stay home and work another day that week for that family.

_____When a holiday falls on one of my regular working days, I stay home and I do not work any other day in place of the holiday that week for that family. The family does <u>not</u> pay me for the holiday, so I lose a day's pay.

_____When a holiday falls on one of my regular working days, I stay home. I do <u>not</u> make up the time, but I am paid anyway for that holiday.

18. When you are too sick to work, are you paid anyway?

_____yes _____no

19. Do you receive anything extra at Christmas time? Check one.

_____ Money

_____ Gift (not money)

_____ Nothing

20. Check the kinds of work you do now:

_____ Cooking

_____ Serving

_____ Cleaning

_____ Party Service

_____ Care of Children

_____ Washing and Ironing

_____ Ironing

_____ Shopping

_____ Other (describe)

_____

_____

21. Do you think that some training in any of the following would make your job easier so that you could do it better?

_____ Cooking

_____ Serving

_____ Cleaning

_____ Party Service

_____ Care of Children

_____ Washing and Ironing

_____ Ironing

_____ Shopping

_____ Other (describe)

_____

_____

22. If you could get free training on your days off or in the evenings, would you take it?

_____yes _____no

23. When would be the best time for you?

_____

24. Did you work all of the time this past year?

_____yes _____no

25. Did you quit or were you laid off your job this past year?

_____yes _____no

26. How many times did you change jobs this past year? _____times

27. How long was it before you got a new job? _____

28. Have you ever done anything besides household work?

_____yes _____no

29. What are some of the things about the work you do now that you like?

_____

_____

_____

_____

30. What are some of the things about the work you do now that you don't like?

_____

_____

_____

_____

31. What was the last grade you finished in school? _____

32. Check your age:

_____ 19 or younger

_____ 20 - 24

_____ 25 - 34

_____ 35 - 44

_____ 45 - 54

_____ 55 and over

33. Do you support any of the following persons?

_____ Children _____Number

_____ Mother

_____ Father

_____ Sister

_____ Brother

_____ Other _____

34. Check the statement below which is true in your case.

_____ The money I make is all or almost all of what our family has to spend.

_____ My husband and I each make about the same amount of money.

_____ I do not make as much as my husband. But we need my money in order to make ends meet.

35. How many children under 18 do you have? _____

36. Check over the form to see that you answered all of the questions.

Thank you, your cooperation in filling out this form is greatly appreciated. If you have any comments you would like to add, use the space below.

_____

_____

_____

_____

_____

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